



## **FARM FIELD CREW**

*\$16.00 - \$18.00 per hour commensurate with experience*

*Full time, seasonal*

Looking for hard working field staff to assist in the 2024 season who are passionate about learning what goes into growing their food. You do not need experience on a farm (though it is great if you do!), but you must be willing to work hard, get dirty, and learn by experience. It is just as important for us to make sure this work suits you as it is for you to make sure this is the right farm for you. We like to do a phone interview followed by an in person or Skype interview. This all takes place between January and April. When you are hired, we will send you a handbook that you must sign off that you have read and agree to before your start date.

## **BASIC OVERVIEW**

All Sang Lee Farms employees experience farming through hands-on learning on our diversified certified organic farm. Your roles will vary throughout the season but will primarily focus on the planting, maintenance and harvest of the “fruiting” crops such as tomatoes, eggplant, peppers, cucumbers, zucchini, fall squash, watermelons, sweet potatoes, potatoes, and more.

You will observe and interact with other areas of the farm as well from time to time, but this is your primary area since we are a larger (80 acre) farm with a few different field crews. You will be involved with preparing for our CSA program shares early in the week (harvest, sort, weigh, package, count, and load) and similarly you will be involved with preparing for the farmer’s markets on Thursday and Fridays. The farm’s focus is both production and education. All field crew members work closely with the existing farm team to learn the daily rhythms in the various parts of the farm and participate in discussions with the farmers. Additional learning opportunities are available through the Collaborative Regional Alliance for Farmer Training (CRAFT).

## HOUSING

We do not offer housing as a part of the apprenticeship. We do have some options that we can refer you to!

## DESIRED SKILLS

**Pep in your step:** We work at a fast pace here and we work efficiently to complete tasks. We find everyone works best together when there is a set pace that everyone can keep up with. For instance, when we are weeding, we are working together at a good speed to accomplish the days tasks so we can move on to the next important tasks.

**Follow direction with positive attitude:** We strive to communicate clearly when giving employees directions. We ask that you respect our systems and approach each task with an open mind. We think that “clear is kind, unclear is unkind”. When we are clear with you, you know what we expect. It is great to ask questions and propose new ways to try things, as long as you do so with respect and understanding that we have figured out some ways of doing things over time that work for our farm.

**Take initiative outside of work:** While we will certainly explain the day’s tasks and why we are performing them, we like our apprentices to take initiative in their own learning, and go home after the day to read about or learn about some things that they might be curious about, eg. basic plant botany. Our field supervisors and managers are passionate about plants, so feel free to ask questions.

**Staying power:** We love our staff to have had other experiences so they know how much work there is to farming! It is very gratifying work, but it requires a heartiness and a work ethic that is sometimes hard to teach. We ask that you have had a full time 40 hour / week job in the past and have some physical experience that will prepare you.

**Works well as a team, and with diverse crew:** to create an environment that is free of all intolerance, we require all employees to be responsible for their words, actions & attitudes.

**Punctual & prompt:** Since we all work as a team, it is important that you are someone who can consistently arrive on time to work. This means, arrive early, get your gear on and together, and then punch in when everyone else punches in. This ensures that we can all give direction and get started together.