



**Full Time Field Crew:** Assist with a diversity of tasks including harvest, washing and packing vegetables, cultivation, seeding in propagation house, planting, irrigation, and trellising.

**About Little Wings Farm:** We are a commercial farm growing approximately 10 acres of Certified Organic produce seasonally. We sell our produce to our Cropshare Program of 200 members, Restaurants, and Natural Food Stores. We believe in high quality food grown with consideration for the health of our soil, native insects and overall environment. We love working with a crew of positive minded, hard working people.

We approach farming with practical systems, mindful work, and efficient techniques that require improving on individual skills while also working cohesively in a team. We sharpen our knives and hoes every time we use them, we communicate with walkie talkies regularly, and we do most of our work on our feet, not on our knees. We are always in motion and move with intention to tackle each task quickly.

Also, for what it's worth, we do not use single-use plastic mulch on our farm.

**About the Position:** We are seeking a self-motivated, team-minded, positive and hardworking person who is passionate about growing and eating a wide variety of produce. Without this passion, farming can feel quite challenging and tedious. We require our employees to work in teams to accomplish tasks and to improve individual skills and techniques throughout the season. It is important to be comfortable taking direction and feedback from a superior and to have a desire to improve skills. We expect our team to uphold a high quality standard while maintaining speed. We also expect employees to be prepared to work outdoors in any weather, to take care of their mental and physical health as it pertains to the job and to communicate any limitations to us as they arise. Although formal farm experience is not required, it is preferred.

**Season/Hrs:** This is approximately an 8 month position working 5 days a week, April-November. The start date and end date is weather dependent and requires flexibility. It will be a 40 hour week Monday-Friday with optional weekend work if desired. We make it a priority to keep the work day to 8 hours so that our team is fresh, rested and ready to go the next day. This said, harvest days (Mon and Thurs) may require 9 hrs of

work. Take note that April and November, our shoulder months, can be 32-40 hours/week depending on weather conditions.

We have a 45 minute unpaid lunch in the middle of our workday and two 10 minute paid breaks. Our start and end times will shift with the heat of the summer. In the cooler months we will typically work 8 am - 4:45 pm. In the heat of Summer we will work 6:15 am - 3 pm. Time off is allowed with advanced notice. Mondays are less flexible as they are our biggest harvest day.

**Pay Rate:** \$17-19/hr + DOE in addition to farm produce. Potential for mid-season raise once skills, communication and work ethic have excelled.

**Benefits:**

1. Paid leave of 1 hour per 40 hours worked
2. End of season completion bonus

**Requirements:**

1. At Least three equivalent years of full time work experience
2. A reference from a job working full time (seasonally is fine) with a team
3. Ability to be flexible as things change rapidly on the farm due to weather, heat, and other external factors
4. Ability to commit to an entire growing season with very limited vacation time
5. Ability to maintain a positive attitude through challenging conditions
6. Ability to work under a superior, to learn and adopt new techniques, and to receive constructive feedback
7. Ability and preference to work with a team
8. Ability to lift 40 lbs over and over and maintain stamina throughout the 8hr workday
9. To have reliable transportation to our farm
10. Eager and able to learn quickly and improve upon your skills

**The Farm Culture:** We love working with our farm team to execute the day's tasks in a high paced, fun and energetic atmosphere transitioning very quickly from one task to the next. Our crew size fluctuates between 4-8 people. We laugh, we dance, and we listen to music while working hard and smart, paying great attention to the quality of our produce as well as the efficiency of the work. We give our employees goals to strive towards and we reward and appreciate them when they achieve those goals. We also don't shy away from conversations around what our cost of production is in each crop. Ultimately, the only way for us to continue growing food is to run a successful business, and that starts with our farm team!

**To Apply:** Please fill out our job application in the link provided on the web page.