

Hybrid Farm Stand/Field Crew Description and Responsibilities

Medway Community Farm is looking for seasonal, full time Farm Stand/Field Crew staff in 2023. MCF practices small scale, sustainable organic growing methods, and provides fresh, local produce through CSA memberships, farm stand purchases, food donations, and more.

This position is full time, requiring approximately 40 hours per week. Twenty hours (+/-) will entail field work, while the other 20 (+/-) will be working in our farmstand and/or at farmers markets. Members of our Field Crew must be willing to work in all types of weather, including extreme temps, rain, and cold. This role will suit those who are able to work in a fast paced environment, occasionally under stressful conditions. Candidates must be friendly, helpful, and comfortable interacting with consumers and the greater public. Helpful (but not required) would be some experience working with plants and in sales.

This year we have 2 positions that will require flexibility to work weekend hours. One will begin in mid April and end in October. The second will start late May ending in October. Those interested must be available to work the entirety of the season. MCF will require that new staff provide proof of vaccination.

Field Crew Tasks

This position reports to the *Field Crew Manager* and is responsible for the following but not limited to:

- Farm maintenance tasks, including cleaning and/or maintaining the property, vehicles, and equipment
- Field maintenance tasks, including weeding, watering and/or irrigation related tasks, using small machines (mower, weed whacker, etc.)
- Produce production, including seeding, planting, and/or greenhouse work
- Harvesting produce, including responsibly pulling produce from fields, entering data into harvest documents, carrying/pulling produce up to post harvest area, washing/cleaning produce, using small hand tools such as clippers, knives, etc
- Will participate in food safety practices while in the field, during post harvest work, and beyond
- Cleaning/sanitizing produce crates/bins, cooler maintenance, cleaning/sanitizing all areas of post harvest
- Preparation for farmers markets, including harvesting, loading/prepping truck, prepping market board, and more
- Washing/sanitizing seedling trays
- Assisting with farm event preparation

Farm Stand Tasks

This position is responsible for the following but not limited to:

- Set up/break down/display and rotation of product as needed
- Set up/break down/display of CSA pickup area and restocking as needed
- Managing temp logs for refrigeration/freezer units
- Managing a cash box, POS System(Square), and HIP/SNAP payments
- Interacting with and assisting customers and general public
- Answering the phone and taking messages
- Changing road signs
- Cleaning and maintaining the area around the stand, including mowing and weeding (during quieter times)
- Cleaning and maintaining our cut flower garden, including mowing around it
- Cleaning and maintaining our post harvest area, including produce crates and tables
- Assisting with watering on the farm including turning on the irrigation pump and spot watering our production greenhouse

Periodically, this position will cover farmers markets. Tasks for the markets include:

- Beforehand preparation, including harvest, packing the truck, checking the cash box
- Loading produce and crates
- Transporting market items
- Set up & display of "stall" at market
- Interacting with customers/general public, answering questions related to produce
- Using a POS system and processing SNAP/HIP transactions at markets
- Breaking down and packing up of stall

Position Requirements

- Must have a valid driver's license and pass a background check
- Must be able to lift and carry at least 50 pounds
- Preferred (but not required), 2 years of vegetable production including harvest and planting
- Excellent verbal and documentation skills
- Working knowledge of local food systems
- Commitment to quality customer service
- Preferred (but not required) knowledge of FSMA and GAP standards
 - On site training/review will be provided

Compensation

Comparable Hourly Rate

40 Hours a week

- Position does not include paid vacation or sick time

- This position is eligible for farm stand compensation at a \$1.00 per hour worked to be added to a farm stand card. This card will never exceed the total hours in a two week period (\$80.00). This benefit will start after a 30 day probationary period.

Application

To apply, please send a resume and cover letter to info@medwaycommunityfarm.org. Applications accepted on a rolling basis.

MCF provides equal opportunity employment and promotion to all qualified employees and applicants. No person shall be discriminated against in employment on the basis of race, color, religion, gender, age, national origin, marital status, disability, sexual orientation, veteran status or any other status or condition protected by applicable federal or state statutes.

According to the Equal Employment Opportunity Commission's (EEOC) Technical Assistance issued on May 28, 2021 release: "Federal EEO laws do not prevent an employer from requiring all employees physically entering the workplace to be vaccinated for COVID-19, so long as employers comply with the reasonable accommodation provisions of the ADA and Title VII of the Civil Rights Act of 1964 and other EEO considerations.