



## **Farm Crew Member Seed to Table Oregon**

Building community through fresh vegetables is at the heart of the Sisters-based non-profit, Seed to Table Oregon. Seed to Table Farm is a three-acre, diversified vegetable farm. Founded in 2013, the mission of the organization is to increase the health and wellness of the Central Oregon community through providing equitable access to farm-fresh produce and through providing opportunities in farm-based education. Seed to Table envisions a community where people of all races, ages, sexual orientations, genders, abilities, geographies, and socioeconomic statuses have access to fresh produce and farm-based education. Our board and staff are dedicated to growing and providing organic, fresh veggies that are nourishing, locally grown, and reflect the preferences of those we serve.

Our operation is dynamic, with three main program areas of K-8 education, Feeding Families (produce production), and management of the Sisters Farmers Market. Our team is excited to bring in an additional team member to work across all areas of operation: as Seed to Table Veggie Booth Manager at Sisters Farmers Market, farm educator and farm crew. All S2T team members have unique leadership areas and responsibility while working collaboratively for the common goal of producing food for and educating the community. At Seed to Table Farm, we all participate in nearly every aspect of providing equitable access to produce and farm-based education to our community.

**Position:** Farm Crew Member

**Status:** Seasonal, Full Time, April 1- October 30, 2023.

### **Farm Team**

Come join our team of four farmers, growing vegetables beneath the beautiful Three Sisters Mountains in Central Oregon. Our team is thrilled to bring on those who wish to gain more experience in diversified veggie farming or if you are wishing to make this a career- you are encouraged to apply and grow with us! As farm crew, you will help run and advance our 4 acres diversified vegetable farm (1-acre market garden, 2 acres field cultivation, 1-acre greenhouses), while advancing equitable food distribution and education for the Central Oregon community. Time will be spent harvesting, planting, weeding, seeding, transplanting, pruning and carrying out farming operations. In addition, our team spends time building great working relationships

and furthering our goals within farming and life. The team member must be passionate about collaborating, be a self-starter, be innovative, and be a proactive problem solver.

### **Compensation**

- Year 1 (\$14- \$18 DOE) + overtime
- Seasonal Housing provided ( no pets)
- Monthly Self-Care Bonus (\$350/month)
- SIMPLE Individual Retirement Account (3% matching)
- Accumulated PTO + Sick Time
- One large CSA shares weekly from Seed to Table (\$1,200 value) + staple goods
- Professional development opportunities

### **Farm Team Duties:**

#### **Farm Production:**

- Team-member will work alongside and be guided by the Farm Leadership Team- learning and assisting with upholding all current systems of operations including, and not limited to:
  - Weeding: upholding current systems and make decisions on which tools and methods to most efficiently/effectively use throughout the season.
  - 7 days a month on temperature control and watering (this includes duties outside of regular work hours such as closing greenhouses/watering prop house each eve)
  - Implement current systems of bed preparation, seeding, transplanting, and maintenance.
  - Uphold crop plan and record keeping.
  - Constant awareness of safety- including ergonomics to protect yourself and others, observation of farm safety policies, etc...
  - Value moving quickly and efficiently in all movements across the farm.

#### **Harvest/ Wash/Pack**

- Efficiently harvest, wash and pack high-quality products.
  - Strive to work within goal times set for each task and make adjustments when needed.
  - Focus on veggie quality and consistency.
- Maintain food/ farm safety plans.

#### **Distribution/ Community Outreach**

- Coordinate with the team to work across the five distribution points weekly.
- Positively engage with the community by distributing produce.
- Assist in managing farm volunteers/ interns on a weekly basis (3hr/wk).
- Assist as needed with K-8 education programs (5x yr)).
- Engage in the conversations and actions of our organization's commitment to equity.
- Ability to kneel, bend and squat repeatedly for long periods.

## Requirements

- Desire to be a part of Seed to Table's mission, vision, equity commitment, and a strong desire to be a part of a team.
- A strong and proven preference for working in fast-paced production/ manual labor environments (2 of the last previous years or combined preferred). Examples include and are not limited to, commercial agriculture work, food service, production teams, landscaping, anything on your feet all day, outdoor guiding, or any job where your main focus was on carrying out an operation's efficiency systems.
- Ability to work outside in adverse weather conditions- within Seed to Table's safety policies.
- Able to repeatedly lift up to 40lbs with a dedication to safe ergonomics.
- Ability to work well independently and take initiative to identify, prioritize and execute an efficient work plan while working alone.
- Ability to follow written and oral instructions and adapt as they change.
- Ability to be flexible day to day, and sometimes hour to hour given the changing demands of farming.
- Be able to maintain a positive demeanor in a fast-paced environment that requires constant flexibility.
- Ability to work outside of normal working hours and understanding that there are many times when these outside work hours are unplanned and arise unpredictably. *Our crew does our best to plan, stick to schedules, honor days off and etc... but farming often has many unseen demands.*
  - *In 2021, 95% of time-off requests were approved and honored amongst 8 team members if requested with proper notice and within the contract-designated # of days off.*
- Willingness to learn Seed to Table's systems, seek guidance as needed, and be open to learning new systems as they arise.

Please send a resume and cover letter to [audrey@seedtotablesisters.org](mailto:audrey@seedtotablesisters.org)

**Subject Title: Farm Team Members**