

# BOLDLY GROWN FARM

Boldly Grown Farm  
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## Job Title: Farm Crew

**About BGF** Boldly Grown Farm is a family-owned, certified organic mixed vegetable farm in the beautiful Skagit Valley of Washington State. Our primary focus is on wholesale production of fall and winter crops for sale between September and March. We utilize scale-appropriate machinery to save time, reduce wear and tear on our bodies and increase efficiency and productivity. We sell to numerous retailers and wholesalers in Washington and Oregon and also offer a ~200-member winter CSA program that is distributed in Seattle, Skagit Valley and Bellingham. We take pride in our high-quality products, and we love growing a lot of food and feeding a lot of people! Now entering our 7<sup>th</sup> growing season, we are expanding to 25 acres of vegetable production in 2021, including increased production of spring and summer crops. Our crew is 5-9 people depending on the time of year. We strive to foster a positive, collaborative team environment.

**Position Summary** We're looking for two hard-working, positive individuals to join our full-time, seasonal Farm Crew. These individuals report to the Farm Manager but will also take direction from lead crew members. One individual will be assigned to harvest crew and one will be assigned to pack shed crew during our busy harvest season, though tasks will be similar for both positions for the majority of the spring/summer. Our operations are fairly mechanized, however Farm Crew work still involves long hours spent standing, bending, squatting and kneeling in all weather conditions while carrying out repetitive tasks. Positions are seasonal, ending approximately Feb 2022; there may be opportunities for continued employment.

## Job Duties

- Field work: seeding, transplant care, transplanting, mechanical cultivation, hand weeding, hoeing, irrigation, materials application, pest management, tractor operation, field clean up, etc.
- Harvest and post-harvest handling: harvesting produce efficiently, safely and consistently, washing and packing produce for wholesale markets and CSA, cleaning and sanitizing harvest containers and tools, local deliveries, following food safety practices and protocols, record keeping
- Other farm tasks as needed (construction, repair, errands, etc.)
- Employees are expected to follow all health department and BGF COVID-19 guidelines/protocols

## Qualifications

- Previous farm experience preferred though not required
- Strong work ethic and positive attitude; able to keep up morale throughout long days
- Excellent attention to detail, product quality, and food safety procedures
- Enjoys working both individually and on a team
- Able to take direction, learn quickly, ask for help/clarity as needed, and accept and act on constructive feedback

# **BOLDLY GROWN FARM**

- Good time management skills; able to shift focus quickly based on changing priorities in a fast-paced environment
- Good communication and interpersonal skills
- Physically fit; able to work long hours in any weather and lift 50+ lbs repeatedly
- Valid driver's license and clean driving record (you will be added to our commercial vehicle insurance) as well as a cell phone and reliable transportation
- Mechanical skills/aptitude a plus; (training will be provided on all farm equipment)

## **Schedule**

- Full-time hourly April/May 2021 through approximately February 2022; exact start/end dates to be determined based on candidate's availability and business needs; potential for continued employment
- Approximately 35-45 hours/week
- We work a Sunday-Thursday schedule with occasional work on Fri/Sat if needed
- Our usual start time is 8am, weather-dependent

## **Compensation**

- \$14.00-15.00/hour DOE
- Overtime pay: Time and a half above 40 hours/week
- 40 hours paid vacation
- Paid Sick Leave (1 hour accrued per 40 hours worked)
- Paid Family Medical Leave (WA state program)
- Workers' compensation insurance via L&I
- Free/discounted farm produce
- Learning opportunities on a diversified, mechanized vegetable farm.
- Please note we are not able to offer on-farm housing, though we'll do our best to help you find housing nearby if needed.

**To Apply** Please fill out the following Farm Crew application and email along with your resume and information for three professional/employment references to Madeline McGonagle, Farm Manager, at [madeline@boldlygrownfarm.com](mailto:madeline@boldlygrownfarm.com) with the subject line **Farm Crew 2021 application**. Please no phone calls or social media messages regarding employment. Applications received by February 26 will receive first consideration, with interviews planned for early March. Depending on applicant's location, interviews may take place virtually or in-person following appropriate COVID-19 protocol.

# **BOLDLY GROWN FARM**

## **Farm Crew Application**

Please complete this application to include along with your resume and references. You may answer these questions in this document, within the body of your e-mail, or print, fill out, scan and send as an attachment.

1. Name:
2. Address:
3. Phone number:
4. E-mail:
5. Are you 18 years of age or older?
6. Are you legally eligible to work in the United States?
7. How did you hear about this employment opportunity?
8. Why do you want to work at Boldly Grown Farm?
9. Do you have any preference for being assigned to our field/harvest crew or our pack shed crew?
10. When could you start and how long are you available for employment? (note: Farm Crew positions are intended to run from April/ May 2021 through approximately Feb 2022)
11. Please list any weekly scheduling constraints (e.g., limits to the number of hours per week you can work, start or end time constraints, days of the week you can't work, etc.).

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12. Do you have any vacations or extended absences planned during the growing season? If so, when?
  
13. Do you have experience doing repetitive tasks for long periods of time? Please describe briefly.
  
14. Do you have any experience working in extreme weather conditions? (rain/cold/snow/high winds etc.)? Please describe briefly.
  
15. This position includes strenuous physical labor—including standing, bending, squatting, kneeling and lifting 50+ pounds repeatedly—in all weather conditions and for long periods of time. Are you able to perform all of these essential job functions?
  
16. Do you have a reliable way of getting to work?

**Thank you!**