

**Job Title: Farm Team Member**

Reports To: Farm Operations Lead

FLSA Status: Non-Exempt, Hourly

Approved Date: March 11, 2019

Full time/Part time: Full time or Up to 40 hours

Salary Range: \$17-\$22/hour

“Despite our many accomplishments, we owe our existence to a six-inch layer of topsoil and the fact that it rains.” - *Unknown*

At 21 Acres we are dedicated to building awareness that soil is a vital and often-overlooked piece of combating and adapting to climate change. Our new Campus Education Team will play an essential role in creating a dynamic learning and growing space that welcomes visitors, schools, and volunteers to learn alongside us.

Our team takes a holistic approach to land management. We experiment, test ancient and new techniques, and learn from the resourceful farming practices happening on local farms. Our Campus Education Team will collaborate in bringing breadth and depth of insight to our community's understanding of soil restoration and its connection to our local food systems. Team members should have excellent communication skills and be able to convey the importance of soil in climate action to all audiences.

We can't wait for you to bring your knowledge, energy, and excitement to our dynamic Campus Education Team.

**Summary:** This position is part of the 21 Acres Campus Education Team with a focus on maintaining and growing a diversified farm and inspiring our community of volunteers by working closely alongside them through day-to-day operations. Primary responsibilities include working the various production areas of 21 Acres Farm including approximately 3 acres of mixed vegetables, herbs and flowers, 0.2 acre food forest, 0.5 acre apple orchard, compost, animals, greenhouse, and nursery. The farm currently consists of about 5 production acres but the full vision of the property leaves enormous opportunity to showcase multiple resurgent growing ideologies.

The Farm Team Member will work closely with the entire Campus Education Team. Under the supervision of the Farm Operations Lead, this position will primarily work on farm specific projects and daily tasks. Additionally, this position will provide critical assistance with education and restoration tasks as needed throughout the growing season. As with the entire Campus Education Team, helping to lead, empowering, and working side-by-side with students and a contingent of volunteers is a major part of this job. The work week for this position is Tuesday through Saturday. This position requires representation of the 21 Acres mission to inspire action to solve climate challenges by learning as a community to grow, eat, and live sustainably, by performing the duties outlined below.

This is a full-time, hourly position. Salary is competitive and dependent on experience. Benefits package includes medical, pension plan, paid vacation and holidays, produce perks, and an employee discount in Farm Market and most onsite education programs.

***This position reports to the Farm Operations Lead.***

## Essential Duties and Responsibilities:

- Convey the importance of soil in climate action to all audiences and visitors to our campus; inspire hands-on collaboration and community participation.
- Work individually and as a team to manage the property using regenerative land management practices, with a focus on soil health.
- Lead regular volunteer work parties on the farm; inspire group learning and cooperation; effectively communicate farming techniques and practices to volunteers.
- Follow written and verbal instruction to perform all sustainable farm operations including healthy crop rotation, nutrient cycling, water-conscious irrigation, chemical-free pest management, greenhouse propagation, planting, weeding, pruning, harvesting, washing and packing.
- Assist in data collection and meticulous recordkeeping in support of safe farm operations, current certifications, and farm trials.
- Able and willing to care for animals on the farm including appropriate care, pasture rotation, interaction with visitors, and strategic incorporation into the greater 21 Acres Farm plan. Note: this may require occasional work on days the facility is not typically open.
- Work with Campus Education Team to deliver agricultural curriculum/learning opportunities for volunteers and visitors. This includes relevant engagement such as bi-monthly farm tours, educational events, and year-round, labor-intensive volunteer activities.
- Assist with 21 Acres events and projects; set up and take down tents, tables and other equipment as needed.
- Help maintain organization, cleanliness, and safety on the farm property. Work with the 21 Acres team on projects related to farm infrastructure and maintenance to create an aesthetically pleasing farm environment. Safely operate farm equipment, tools, and machinery; train volunteers to safely operate farm equipment and tools; maintain tools, machinery, equipment, and structures as needed for safe operation/use.
- Remain flexible with weekly tasks of Campus Education Team; help with restoration projects across campus or co-lead youth education programming when required.
- Act in accordance with the mission statement; promote and adhere to organizational values at all times.
- Take initiative on maintenance projects, and exhibit commitment to overall goals set by management.
- Build effective working relationships with individuals inside and outside the organization.
- Exhibit regular and timely attendance, with ability to accommodate occasional irregular work hours.
- Communicate and interact professionally and appropriately with co-workers, the public (youth and adults), and customers.
- Other duties as assigned.

**Qualifications:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## **Education, Experience, Training or Skills:**

### **Required:**

- High School degree or General Education Degree.
- 6+ months work experience on a diversified vegetable farm using chemical-free growing practices.
- Experience working with and leading groups of all ages and sizes; particularly in an outdoor educational setting.
- Working knowledge, and at least some experience with:
  - Organic and regenerative agriculture practices
  - No- and low-till farming methods
  - Irrigation methods including drip-tape and micro-emitters
  - All types of plants (especially vegetables, fruit trees, berries, herbs and flowers).
- Commitment to safety in all aspects of job duties.
- Knowledge and experience working safely with machinery including power tools, seeders, and cultivators.
- Able and willing to perform regular maintenance and repairs on machinery, tools, and structures (basic mechanics and carpentry).
- Able to work under pressure with time constraints; able to prioritize multiple important tasks; effective working alone or in a group.
- Accuracy and attention to aesthetic details in your surroundings.
- Effective with basic math; accurate with estimations.
- Excellent communication skills; ability to read, write, type, and communicate in English.
- Strong interpersonal skills, self-directed, ability to successfully work independently and with diverse teams.
- Proficient with the Microsoft Office Suite.
- Ability to work outdoors with varying and uneven topography and in all seasons and weather conditions.
- Superb attention to detail, problem-solving skills, creativity, initiative, and ability to prioritize tasks appropriately.
- Practice sustainable living and present the organization's mission from experience with enthusiasm.
- Ability to maintain productivity and innovation in chaotic work environment while sustaining a sense of humor.
- Must pass Washington State Background check.
- Must have a Driver's License and be willing to drive 21 Acres vehicles as needed.

**Physical Demands and Work Environment:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions.

The 21 Acres facility is a LEED Platinum certified building that facilitates a learning environment for sustainable and regenerative living. Tours and general work involve maneuvering over unpaved and uneven grounds, some of which is farmland. The work environment sometimes has a moderate to high noise level. The 21 Acres Farm has the normal sounds and smells of a farm along with visitors, tours and volunteers, which may add stress to the environment.

This position works primarily outdoors with exposure to Pacific Northwest outside temperatures and rainfall. You must be able to do the following unassisted – walking, standing, climbing, stooping, bending, kneeling, reaching, lifting, cutting, hauling and carrying. The position frequently requires walking up and down exterior steps and maneuvering over unpaved roads and uneven terrain. Must be able to routinely move farm produce, feed and other materials weighing up to 50 lbs unassisted.

**21 Acres is an Equal Opportunity Employer.** 21 Acres does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit, and our current needs.

**To Apply:** Please send an email to [jobs@21acres.org](mailto:jobs@21acres.org) with **one PDF** attached that includes both your **resume** and a **cover letter** addressing how your background, knowledge, and enthusiasm fits with the detailed job requirements. *Be sure to include your answer to the question: What's the most difficult vegetable for you to grow and why do you think it is worth the effort?*