

21 ACRES



Job Title: Farm Team Member

Reports To: Farm Manager

FLSA Status: Non-Exempt, Hourly

Seasonal: Full time (40 hours)

Salary: \$23/hour

21 Acres is a climate education nonprofit that is committed to fostering an inclusive and diverse workplace that honors lived experience, addresses historic inequities, and fosters career growth. If you don't meet all of the qualifications outlined below, tell us why you'd still be a great fit for this role in your cover letter.

At 21 Acres we host volunteer days, educational events, and tours to build awareness of ways that agroecology, green energy, and local food systems are critical to addressing climate challenges. Our Soil Team, made up of farmers and restoration team members, plays an essential role in creating a dynamic learning and growing space that welcomes visitors, community members, and volunteers to learn alongside us.

Summary: This position is part of the 21 Acres Soil Team with a focus on maintaining a diversified farm. This team member works under the supervision of the Farm Manager. Primary responsibilities include working the various production areas of 21 Acres Farm including approximately two acres of Certified Organic mixed vegetables, flowers, herbs and seed crops, and several experimental trials.

The Farm Team Member will work closely with the entire Soil Team and will also collaborate as needed with the broader campus. In addition to the primary farming focus, this position will provide critical assistance with education and restoration tasks throughout the growing season. Completing these tasks while leading, empowering, and working side-by-side with community members and volunteers is a consistent part of this job.

This is a full-time (40 hours/week) temporary position. Employment will run from mid-March through the end of October. Campus workdays are Tuesday through Saturday.

Salary is \$23/hour. Our benefits package includes paid holidays (5 during the farming season), accrued vacation and sick leave; partial payment of Washington's Paid Family and Medical Leave tax; produce perks and an employee discount in our Farm Market.

Essential Duties and Responsibilities:

- Work individually and as a team to manage the property using regenerative land management practices, with a focus on soil health. Support all operations of a sustainably managed diversified vegetable and flower farm including healthy crop rotation, nutrient cycling, water-conscious irrigation, organic pest management, greenhouse propagation, planting, weeding, pruning, harvesting, washing and packing.
- Convey the importance of climate action to all audiences and visitors to our campus; inspire hands-on collaboration and community participation.
- Lead regular volunteer work parties on the farm; inspire group learning and cooperation; effectively communicate farming techniques and practices to volunteers.
- Assist in data collection and meticulous recordkeeping in support of safe farm operations, current certifications, organizational reporting, and farm trials.
- Deliver agricultural curriculum and learning opportunities for volunteers and visitors. This includes relevant engagement such as monthly farm tours, educational events, and volunteer activities.
- Participate in 21 Acres staff meetings; assist with 21 Acres events and all staff projects 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.
- Safely operate farm equipment, including an electric tractor, and tools.
- Perform light construction projects as needed.
- Occasionally assist with restoration tasks such as wetland and riparian corridor restoration and buffer space maintenance.
- Take initiative on projects and exhibit commitment to overall goals set by supervisor.

Qualifications: To do 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.

Education, Experience, Training or Skills:

- High School degree or General Education Degree.
- 6+ months of work experience on a diversified vegetable farm using chemical-free growing practices or other applicable work in horticultural or agricultural fields.
- Knowledge and experience working safely with machinery including power tools, tractors, walk-behind tractors, and seeders.
- Commitment to safety in all aspects of job duties.
- Ability to communicate in English.
- Strong self-direction, interpersonal skills, and ability to successfully work independently.
- Commitment to a collaborative work environment across all departments.

- Superb attention to detail, problem-solving skills, creativity, initiative, and ability to prioritize tasks appropriately.
- Demonstrated commitment to both racial and social equity and environmental stewardship and a commitment to creating a culture of inclusion.
- Proficiency with Microsoft Office Suite and basic computer skills.
- 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 accommodation 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.

This position works primarily outdoors with exposure to Pacific Northwest 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 and other materials weighing up to 50 pounds unassisted.

21 Acres is an Equal Opportunity Employer. 21 Acres is committed to cultivating a culture of justice and equity. Discrimination 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 is strictly prohibited. All employment is decided on the basis of qualifications, merit, and our current needs.

To Apply: Please send an email to 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. Please indicate if you are interested in a part-time or full-time position. Applications will be considered on a rolling basis until the roles are filled.

To learn about other open positions at 21 Acres, please visit our [employment page](#).