



## Job Posting 2024 Field Help

**TITLE:** Field Hand

**REPORTS TO:** Wright-Locke Farm Manager

**STATUS:** Seasonal, Full Time (approximately 40 hrs/wk, Tuesday through Saturday). Hours follow a bell curve of the season, from 20 to 40 hrs.

**SALARY RANGE:** \$16/hour minimum, opportunities for increased compensation based on experience. Additional opportunities for more hours *may* be available in other areas of WLF, if desired.

**START DATE:** March, running through the end of October, with minimal hours into November (*start and end dates are somewhat flexible*).

Wright-Locke Farm is located in Winchester on land of the Indigenous Massachusetts Tribe and Pawtucket people, who were forcibly removed in the 1600s. The Massachusetts Tribe and people with Pawtucket ancestry continue to live throughout the Commonwealth of Massachusetts today. We invite you to join us in unlearning the harmful narratives and practices that perpetuate the oppression of Indigenous peoples.

### **Our Mission:**

The Wright-Locke Farm Conservancy (WLFC) seeks to build broad community and model sustainable practices through active learning, organic agriculture, land stewardship, and an appreciation of our historic New England farm. We grow certified organic vegetables, fruits, and flowers for local consumption, offer farm-based educational experiences for people of all ages through structured programs and informal learning, and open our doors for public and private events, providing a venue for recreation, leisure, and gathering.

### **Position overview:**

Under the direct supervision of the Farm Manager, the Field Hand will meet the needs of Wright-Locke Farm and the farm's sales program. They will help with planting, seeding, harvesting, cultivating, soil fertility, field maintenance, and other essential duties.

Preferred applicants have prior experience doing farm work. They should also be comfortable working outdoors in any type of weather. If you do not meet the job

requirements listed, please tell us why you still might be a good fit! All staff must pass a CORI/SORI background check prior to starting.

**Principal Responsibilities include:**

- Working primarily with the Farm Manager and Field Assistant to complete field tasks that will include but are not limited to seeding, transplanting, planting, weeding, harvesting, washing & packing, bed preparation and fertility management, mulching, trellising, pruning, mowing, Farmers Market preparation, and Farmer's Market staffing
- Meet with the Farm Manager each workday morning during the growing season to define what needs to be completed that day and by whom. A team approach is required throughout all aspects of this job.
- Assist with:
  - supervising other field staff and volunteers of all ages and abilities
  - preparing and participating in farm sponsored events
  - fostering capacity of the farm
  - tracking weekly harvests
  - tracking Organic Certification activities
  - staffing and sales at Farmers Markets
  - greenhouse propagation and plant sales
- Keep an eye for pest and disease issues and alert the farm manager  
Help maintain all tools, equipment and space used by the farm operation
- Help in preparing and participation in markets, wholesales, and other market-based activities.

**Desired Skills and Abilities:**

- Passion and interest in working in/learning about small-scale, low-input, sustainable vegetable, flower, and herb production
- Dedicated, hard worker—willing to fulfill the full season commitment
- Good communication skills and ability to receive and digest plenty of constructive feedback
- Ability to do fast, quality, detailed work like bunching, picking, seeding and hand weeding
- Self-starter, self-disciplined, goal-orientated with the ability to problem solve and request assistance when needed
- Ability to work both independently and as a team member
- Be in good physical condition and able to crouch, squat, bend over, kneel, and stand for a good amount of time, and ability to lift and carry 30-40 lbs repeatedly, and 50 lbs on occasion.
- Willing to work in potentially challenging environmental/weather conditions and be adaptable

- Be punctual to the agreed upon start time
- Energetic nature and willing to have fun
- Be comfortable working with/handling farm animals (no experience required)
- current CPR/First Aid Certification (preferred).

**Please note that housing is NOT provided.**

**Employee Perks:**

- Free organic produce “seconds”
- Farmstand/online sales discount
- Professional Development opportunities throughout the season
- Great team of co-workers, positive organizational culture, and supportive community
- Encouragement to attend learning seminars & borrow books from the farm library.

**\*Interested persons should send their resumes and references with an introduction email to [farmer@wlfarm.org](mailto:farmer@wlfarm.org)**

***Wright-Locke Farm Conservancy Is Dedicated To Providing An Inclusive And Welcoming Environment To All, Regardless Of And Not Limited To Race, Religion, Color, Age, National Origin, Military Service, Physical Appearance, Gender Identity Or Gender Expression, Sex Or Sexual Orientation, Or Physical Or Mental Ability Or Disability. We Do Not Tolerate Harassment In Any Form. Please Join Us In Respecting Everyone.***