



Job Posting in Field/Agricultural Production

TITLE: Field Hand

REPORTS TO: Farm Manager

STATUS: Seasonal Full Time—approximately 40 hrs/wk; Tuesday through Saturday. Weekly hours follow a bell curve of the season, from 20 hrs to 40 hrs.

SALARY RANGE: \$17/hr minimum; opportunities for increased compensation based on experience; additional opportunities for more hours at WLF, working with our Farm to Go program and/or our Events team.

START DATE: March through end of October and 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.

Wright-Locke Farm 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 Assistant Manager will meet the needs of the Wright-Locke Farm agricultural operation and the farms' sales program. They will help with planting, seeding, harvesting, cultivating, soil fertility, field maintenance, and other essential duties to running a diversified fruit, flower, herb, and vegetable farm. Additionally, they will help care for our farm animals (chickens and goats).

Preferred applicants have prior experience doing farm work, working with groups, and some managerial experience. They should be comfortable working outdoors in any type of weather. If you do not meet the job requirements listed, please tell us why you might still be a good fit! All staff must pass a CORI/SORI background check prior to starting.

Principal Responsibilities include:

Work primarily with the Farm Manager and team 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, Farmer's 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 during the day and by whom. A team approach is required throughout all aspects of this job.
- Assist with:
 - supervising other employees and volunteers of all ages and abilities
 - preparing for and participating in farm sponsored events
 - tracking weekly harvests
 - tracking Organic Certification
 - 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.

Desired Skills and Abilities:

- Passion and interest in working in/learning about small-scale, low-input, sustainable vegetable, fruit, flower, and herb production
- Dedicated, hard worker—willing to fulfill the full season commitment
- Ability to do fast, quality, detailed work like bunching, picking, seeding and hand weeding
- 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, always with a priority given to safety
- Be in good physical condition: crouch, squat, bend over, kneel, and stand for a good amount of time; ability to lift and carry 30-40lbs repeatedly, and 50lbs on occasion
- Willing to work in a potentially challenging environment/weather conditions and be adaptable
- Be punctual to the agreed upon start time
- Have a valid driver's license and clean driving record
- Energetic nature and willing to have fun
- Good communication skills and ability to receive and digest plenty of constructive feedback; ability to relay instructions to volunteers and other employees
- Able to pass a CORI/SORI background check.
- Be comfortable working with/handling farm animals (no experience required)
- Current CPR/First Aid Certification (preferred).

****Housing is NOT provided.**

Employee Perks:

- Free organic produce “seconds”
- Farmstand/online sales discount
- Great team of co-workers 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.**

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.