



**Position Title:** Farm Crew Member (Full-Time, Seasonal)

**Location:** Groveport, OH

**Reports to:** Farm Owners

**Supervises:** N/A

**Base Compensation:** \$16/hr. Pay increases may be considered based on demonstrated skill, reliability, and strong performance

**Benefits:** Gear stipend, PTO, produce, and eligibility for season completion bonus

**Duration:** This is a seasonal position, beginning in spring and concluding in late November. Start & end dates are finalized during the hiring process

**Hours:** Typically Monday through Friday, 7-3:30 (8-4:30 October - March)

## About Three Creeks Produce

Three Creeks Produce is a certified organic farm near Columbus, Ohio that grows a diverse array of vegetables, herbs, and fruit. The farm serves customers that include Columbus-area restaurants, institutions, specialty grocers, and a multi-season CSA.

## Our Team

The two founders of Three Creeks Produce are first-generation farmers dedicated to organic and sustainable agriculture, ecological stewardship, and the productive potential of small farms. They work alongside a crew of 5-6 in the main season, and a smaller team in the winter months.

## Job Description

The success of our farm is driven by the skills and dedication of its Farm Crew Members. Individuals in this role participate fully and collaboratively in the essential day-to-day operations of the farm, including harvesting, planting, weeding, processing, packing, and more. You will see the impact of your work every day! While versatility is a key part of this position, there are ample opportunities to develop (or apply existing) specific knowledge and experience.

This position averages 40 hours a week, though natural fluctuations of weather and production may occur. This position is awarded 40 hours of paid time off, a weekly share of produce, and a \$150 stipend for personal gear. Fulfillment of season completion guidelines will earn a cash bonus.

### **Duties of a Farm Crew Member include, but are not limited to:**

- Efficiently harvesting, washing, and packaging vegetables for wholesale or for CSA
- Accurately seeding and transplanting crops
- Cultivating crops with a variety of hand tools and small equipment
- Participating in field and bed preparation
- Establishing and maintaining trellising systems
- Farm upkeep, maintenance, and improvement of land, facilities, and equipment
- Adhering to established farm standards for quality, efficiency, and safety
- Documenting activities accurately and consistently using the farm's recordkeeping platforms

## Minimum Position Qualifications

- Two years or seasons of relevant professional experience. While commercial vegetable production experience is preferred, relevant experience could include: production experience in a greenhouse or nursery; commercial floral production; landscaping/groundskeeping; forestry; food service or hospitality; produce handling in a grocery setting; livestock farm or dairy; warehouse operations; tradeswork
- English proficiency, both written and spoken
- 18 years or older
- Legal authorization to work in the United States

## Required Knowledge, Skills, & Abilities

- Ability to safely conduct physically demanding work for extended periods, and in all weather conditions
  - Lift and carry 50+ lbs safely and repeatedly
  - Bend, stoop, kneel, squat, and reach overhead
  - Handle small and sharp objects or tools
  - Perform repeated physical motions (i.e. harvesting and bunching greens)
  - Sustain standing, walking, and moving for the majority of a standard work shift (up to 8 hours)
  - Adopt healthful practices to support and enable physical work
- Ability to maintain positive relationships and carry out work in a team environment
- Reliable attendance and punctuality
- Can sustain focus, pace, and efficiency throughout the workday
- Experience (or ability to learn) operating standard-transmission vehicles
- Effective and clear verbal communication
- Comfort utilizing digital applications for task management and decision making
- Possess a working knowledge of basic plant anatomy and identification
- Can learn and reliably adhere to established standards

## Lead Roles

The diversity and scale of a farm like ours means it is rare to have one area of responsibility. Instead, we apply and develop the unique strengths of our team by designating “Lead Roles” amongst the crew, where an individual works to become the point person on a particular area of focus. A crew member can express their interest, or agree to be assigned, in an open lead role(s). Examples can include:

- Greenhouse/nursery care
- Grounds maintenance
- Routine pest scouting and management
- Harvest recordkeeping and quality control
- Irrigation
- CSA customer support
- Social media and digital marketing
- Sanitation
- Specialized care of intensive high-tunnel crops (e.g., tomatoes, cucumbers)
- Microgreens production