



## 2024 Season | Many Graces Farm & Design

### MANY GRACES FARM & DESIGN FARM CREW MEMBER (FULL-TIME)

Our farm crew plays an integral role in the day-to-day activities on the farm. Crew members are primarily responsible for the growing, maintenance, and harvesting of flowers for sale at our four outlets (CSA, wholesale, events, and farmers markets), as well as processing and packing orders for shipment out to our various distribution channels.

- **Seasonal position (March to Mid-November) with the opportunity for year-round employment based on job performance**
- **Starting wage \$16/hr with advancement available based on job performance**
- **40 hrs/week**

*Crew Members working 6 consecutive hours receive a 30-minute paid lunch.*

*Crew Members scheduled for an 8-hour work day receive a 15 minute paid break in addition to a 30-minute paid lunch break.*

*\*An 8 hour work day means that you will be on the farm for 8 hrs 45 minutes (reflective of 45 minutes of break time), all of which will be paid; **this makes the \$16.00/hr wage equivalent to \$17.50/hr for 8 hours of "working time."***

During peak harvest season (mid-June through mid-September), on-farm hours are 6:30am - 3:15 p.m. We adjust start times based on the seasonal light conditions at both the beginning and end of the season.

You will work under the direction of the farm management team who will be responsible for disseminating daily tasks to you. This is a diversified position that requires on-the-go problem solving, flexibility and the ability to make decisions both independently and collaboratively in order to prioritize efficiency, quality and organization. It also requires an eagerness to learn the quality standards that Many Graces is renowned for, both in the field and during processing. We encourage open communication at all times: we strive to constantly be improving our farm, business and personnel processes, and we are always seeking team members that we believe will make long-lasting contributions to the evolving project that is Many Graces!

#### **Ideal candidates possess the following qualities:**

- One season farming (flower or otherwise) experience is strongly preferred, but not required.
- The ability to work both independently and as part of a team
- The ability to work efficiently in a fast-paced environment
- Hardworking, energetic and self-motivated individual with a high attention to detail and quality
- Can work long hours in all weather conditions (i.e. cold, wet, hot, humid) while maintaining a positive attitude and morale
- Capable of performing physically demanding and repetitive tasks (i.e. repetitive bending up and down, squatting, kneeling and standing on a daily basis) and must be able to lift heavy items up to 50 lbs.
- The ability to take direction and feedback with a sincere willingness to change how you may be doing something. Many Graces is very much a learning environment, meaning that you must have an

understanding that feedback about best practices is related to accomplishing the goals of the task at-hand.

- The ability to multitask, organize and make positive contributions
- A friendly demeanor and upbeat personality with a good attitude
- An eagerness to learn and ask questions about the world of specialty cut-flowers
- Must have valid drivers license and dependable transportation. Must be reliable and punctual.
- An interest in joining our crew for more than one season!

**Field / Production Crew responsibilities include but are not limited to:**

- Planting – transplanting by hand in the field as well as in high tunnels
- Cultivation of field crops – including hand weeding, hoeing, mowing, pinching, and thinning.
- Assist in high tunnel operations (opening and closing of tunnels, weeding, harvesting, planting prepping for a “flip”)
- Participate in a wide range of other fieldwork including (but not limited to): bed preparation, fertilizing, netting, trellising, staking, mulching, pruning, moving compost, irrigation set up/take down, and pest/disease management
- Work alongside the other field/production crew members to harvest flower crops using proper harvesting techniques and post-harvest treatments such as grading flowers for distribution.
- Operate equipment as needed, based on experience
- Work with the field/production team to complete post-harvest tasks as needed (i.e. flower bunching, bucket washing, cooler organizing, hanging flowers for drying, etc.)
- Assist with weekly CSA, wholesale, and one-time order event and/or deliveries as needed.
- Assist with late season work including field clean up and winter prep, processing of dried flowers, dahlia tuber storage prep, tuber splitting, and preparing for and completing winter greenhouse work.

**Benefits for the Full-Time Many Graces Field/Production Crew position include:**

- Paid lunch and paid daily breaks
- Full-time, consistent 40-hour/week employees receive 5 days of paid personal time off after 3 months of employment.
- Time and a half on all Federal holidays when working (we work on Memorial Day, 4th of July, Juneteenth, Labor Day, Indigenous People’s Day) OR an 8-hour paid day off for full-time employees if the holiday is observed on an off-day.
- During the winter months, full-time employees receive paid 8-hour days off for the following holidays: Thanksgiving, Christmas, New Years Day, Martin Luther King Day, and President’s Day.
- Rain gear provided (except boots)
- Flowers! We just ask that you check-in prior to taking anything in order to ensure the stems don’t have a predetermined home
- Access/enjoyment of our staff vegetable bed (we invite staff to plant veggies in a designated area of the farm and harvest / eat / take home the vegetables at their leisure).