



Lowlands Farm, Snohomish WA

JOB TITLE: 2022 Crew Member

ABOUT OUR FARM:

Lowlands Farm grows vegetables and cut flowers in beautiful Snohomish Washington, about 45 minutes outside of Seattle. The farm is entering its 5th growing season and is owned and operated by Alice VanderHaak. We grow our products using sustainable and responsible growing practices on 5 acres of leased land. We use tractors for bed preparation, tillage, and mowing and the rest of our farm tasks are executed by hand with human-scale tools. The heart of our farm is our CSA program where we sell about 75% of our produce and flowers, packing roughly 200 boxes and 70 bouquets a week. Additional sales include a few wholesale and retail outlets and a growing dahlia tuber program. Our team consists of up to 7 people in the summer, and 1-2 people through the winter. While we've maxed out the growing space in our current lease, we're always working to improve our systems, efficiency, and growing practices year to year.

DESCRIPTION:

We are looking for hard-working, high-energy, passionate, self-motivated, and positive team players to join our farm team as Farm Crew. Farm Crew Members are the backbone of our farm operation and have the opportunity to be involved in many facets of the farm over the course of the season. From transplanting to harvest to cleaning to record-keeping, each job is important.

We are a production farm, which means the work is demanding, challenging, fast-paced and requires a full commitment. We live for the hustle and take pride in the skill and craftsmanship needed to do the job well. To do well in any of our positions, you must work quickly and efficiently, be detail oriented, communicate thoughtfully and take pride in the farm's success. As we're able, we prioritize offering additional responsibilities, pay increases, and long-term employment opportunities to match each crew member's mastery and commitment to the farm.

Hours & Schedule:

Hours: can vary depending on the season, weather, and workload.
40 hours per week in the summer (April through September)
Part-time hours October - March may be available
30 minute unpaid lunch break

Schedule:

Sunday - Thursday
Crew Members work 5 days a week with 2 consecutive days off
Mondays and Tuesdays are a required work days for all staff

COMPENSATION:

\$16-17 per hour, depending on experience
Accrued Paid Sick Leave: 1 hour per 40 hours worked
Accrued Paid Time Leave: available depending on commitment
Food & flowers from the field
Gear Stipend

Days off must be agreed upon in advance by Farm Manager

PRIMARY DUTIES INCLUDE:

Harvesting
Transplanting
Weeding
Irrigation Installation
Packing CSA
Washstation clean-up
Field Maintenance

ADDITIONAL DUTIES AS ASSIGNED:

Driving deliveries
Irrigation Maintenance
Greenhouse seeding & watering
Tomato/Cucumber Pruning & Trellising
Flower harvest & assembly
Other duties as assigned

Crew members primarily participate in the cultivation and harvest of produce, but may have opportunity to participate in cut flower growing based on interests. Please indicate a specific interest in flower growing/harvest in your cover letter.

REQUIREMENTS

Valid Driver's License

Able to repeatedly lift 50lbs and enjoys physical labor

Able to walk, stand, squat, bendover and kneel for extended periods

Willing and able to work outside in all types of weather

Follows food safety and farm protocols

Positive Attitude

Good Communication

Enjoys the hustle of a fast-paced environment

Able to balance working alone or on a team

Appropriate farm clothing

Fully vaccinated against Covid-19

DESIRED SKILLS:

At least 1 year previous experience on a produce or flower farm

Work experience in a physically-demanding job

Leadership experience

Customer service experience

FUTURE OPPORTUNITIES:

Returning employees receive:

A CSA share per full-time year of work (to keep or trade)

Opportunity for Lead Position in area of excellence and interest

Pay Increases to match mastery and commitment to the farm

TO APPLY:

Email your **Resume & Cover Letter** to lowlandsfarmwa@gmail.com with the **job title** you are applying for in the **subject line**.

In your Cover Letter, please include your interest in farming specifically at Lowlands Farm, your time availability for the season (days of week and months of the year), your goals in agriculture, and highlight your relevant work experience.

No phone calls, please.