

FARM ASSISTANT

FSLA Status: full time (40 hours/week), non-exempt employee

Reports to: Farm Manager

Ideal Start Date: February 1, 2024



Project GROWS is a nonprofit educational farm in Augusta County, Virginia with the mission to grow a healthy community by connecting all people to nutritious foods. Our farm stewards a healthy ecosystem that yields nutrient-dense food as well as providing beautiful, engaging natural spaces that promote self-discovery and joy. We provide experiential, hands-on education through summer camps, in-school activities and mentorship programs. Our team also manages multiple farmers markets that improve food security and contribute to our local food economy. We envision a world with an equitable food system where everyone has the access and knowledge to choose, grow, and enjoy foods that support a healthy life. To learn more, please visit www.projectgrows.org.

Objectives

The Farm Assistant will directly assist the Farm Manager with all aspects of fruit and vegetable production - from seed to table - at Project GROWS' 10 acre farm in order to support the organization's food access and education programs. The Farm Assistant will foster an inclusive and welcoming environment while leading and working alongside small and large groups of staff, youth, and volunteers. The Farm Assistant will function as a core member of the Project GROWS team, exemplifying an ethic of community, teamwork, personal responsibility, and creative problem-solving in pursuit of the organization's mission.

Through this position, the Farm Assistant will:

- Gain the skills and knowledge involved in sustainable farming
- Learn the cycles of the growing season, crop rotation, succession/companion planting, and market farming
- Develop confidence and leadership skills
- Gain experience working with, facilitating, and teaching others in a farm setting
- Support the hands-on learning that comes through hard work in the fields with educational resources and leadership opportunities

Essential Functions

The Farm assistant will work in partnership with the Farm Manager to create and ensure the completion of daily and weekly tasks. While day-to-day responsibilities may vary, job activities will include assistance with crop planning and research, greenhouse management, seeding/transplanting, preparing beds, integrated pest and weed management, irrigation, harvesting/processing, distribution through sales and donations, maintaining facilities and tools, and working alongside staff and volunteers in farm tasks.

While farming is the focus of this position, other job activities may include:

- Hands-on garden education (field trips, summer camps, in-school lessons, youth leadership program)
- Community events and outreach
- Mobile markets and farm stand
- Special events (annual plant sales, fundraisers, open houses)
- Volunteer coordination
- Administrative tasks as needed (record keeping, reporting, planning)

Core Knowledge, Skills, and Abilities

- Strong work ethic
- Willingness to learn, ask questions, and follow directions
- Strong interpersonal skills and an ability to communicate effectively with staff, volunteers, and youth
- Ability to work efficiently both independently as well as in a group setting
- Comfortable accepting and receiving feedback
- Commitment to creating and improving systems
- Comfortable working outside during hot, cold, and inclement weather
- Ability to lift 50+ regularly

Preferred Qualifications

- A working knowledge of sustainable agriculture practices
- Experience managing volunteer or school groups, particularly in a farm or garden setting
- Experience using and maintaining hand tools, power tools, and farm machinery a plus

**While experience working a vegetable farm is helpful, a willingness to work hard, try new things, and improvise is most important! We encourage candidates with limited experience to still apply.*

Other Requirements

- Because our farm is located in an area without access to reliable public transportation, we recommend that applicants with access to a vehicle apply. In addition, a valid driver's license is required to fulfill job duties as is a clean driving record, for insurance purposes.
- Background check required for final applicants
- Cell phone communication
- Along with all other members of the PG team, the Farm Assistant will occasionally be required to work weekend and evening hours

Compensation: This is a full-time, 40 hour per week, non-exempt position. We are looking for a candidate who can make a seasonal commitment from February 1, 2024 - October 31, 2024 (flexible), with the potential to continue based on employee and organizational fit. Pay is \$17.50 per hour. Benefits include paid time off, paid holiday time, share of farm produce, and the opportunity to work with an engaged and supportive team.

How to Apply

Please email [hiring@projectgrows.org](mailto: hiring@projectgrows.org) with a brief introduction and resume.

Project GROWS is committed to inclusion, trust, respect, and a collaborative work life. We are committed to being rooted in and of our communities where we serve. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.

For more information about Project GROWS, visit www.projectgrows.org.