



Job Title: Farm Crew

Type: Non-Exempt, Full Time, Seasonal Hourly Position

Hours: Weekend Availability during farm season, 40 hours per week

Rate: \$19/hour. Plus full health and dental benefits, paid sick leave, paid professional development, and vegetables and groceries.

Supervision: Farm Manager

Who We Are: FrontLine Farming (FLF) is a nonprofit food and farmer advocacy organization focusing on growing food, education, sovereignty and justice. We grow high quality produce which supports fair wages for our farmers and is distributed through CSA shares, donations to a variety of non-profit partners, and in other ways to our communities. The mission of FLF is to create greater equity across our food system on the Front Range of Colorado. We specifically seek to support and create greater leadership and access for women and people of color in our food systems. We achieve these goals through growing food, listening, educating, honoring land and ancestors, policy initiatives, and direct action.

Role: Under the general direction of the Farm Manager, this position works in all aspects of sustainable food production. The role includes: farm site management including following crop plans, on-site volunteer coordination and guidance, crop health and pest management, and general farm duties. This position is empowered to ensure their site functions at peak production and works in companionship and collaboration with farmers and our other sites. Must be aligned with the mission of FrontLine Farming and confidently communicate about programs, services, goals and values. This space and opportunity is geared toward Black, Indigenous, People of Color and womxn.

Schedule

Seasonal starts April 1, 2024 - October 31, 2024 - if experience and values align this position is eligible for year-round work.

Saturday - Wednesday schedule or Tuesday - Sunday depending on availability and other team schedules



POSITION RESPONSIBILITIES

The following position responsibilities are essential functions of the position. Successful job applicants will be able to perform these essential functions with minimal supervision:

- Horticultural care and maintenance in all aspects of planting, cultivating, and harvesting of crops.
- Ensure site safety and cleanliness including safe food handling practices.
- Maintain working knowledge of farm site production to track data for donations & distribution needs.
- Communicate about coordination of farm tasks with other farmers and work experience farmers.
- Communicate on all matters affecting the farm in a clear way with the Farm Manager.
- Implement and maintain crop plans as directed by the Farm Manager.
- Manage and develop positive relations with volunteers, customers, and other staff.
- Recordkeeping and reporting on farm outcomes, including harvest totals, seed and transplant dates, pest and disease management plans and amendment applications.
- Knowledge of safe handling of farm elements including, but not limited to: decomposing plant material, fish waste, finished compost, bacteria, fungus, insects, and fertilizers.
- Personal commitment to, and ability to educate others about, food justice, racial justice and FrontLine Farming's mission.

ONGOING LEARNING

- Ensure farm sites have adequate materials to function with efficiency and within a given budget.
- Develop positive relations with the surrounding community and navigate challenges that arise with an asset-based approach (ie. houseless populations, disputes with neighbors).
- Participate in daily CSA share packaging and occasional pop-up farm stands in coordination with CSA Manager and other Farm Managers.

ADDITIONAL EXPECTATIONS

- Clear, solution-oriented, and respectful communication (written, digital and verbal) with FLF leadership team, co-workers, volunteers, customers and visitors.
- Participation in farm-related groups such as Mile High Farmers and National Young Farmers; staying informed and connected to what is going on in the Front Range around farming
- Lead by example with work ethic, punctuality, and professional demeanor.



- Capable with Google Suite, and a willingness to learn and adopt new software and online tools.
- Self-directed, able to take initiative, and demonstrated attention to detail and program management with regular communication to leadership as initiatives arise.
- Ability to work collaboratively in a team environment and comfortable working with diverse groups of community stakeholders
- Ability to manage multiple concurrent projects and prioritize appropriately
- Attend and assist with implementation of organizational events and activities

PHYSICAL DEMANDS

- Ability to physically work within a variety of weather conditions (i.e. working outdoors for long days, in diverse weather conditions (40-95F°)
- Frequent lifting and carrying of up to 60 pounds.
- Requires crouching, kneeling, standing, and stooping and reaching

SALARY AND BENEFITS

The base wage is \$19/hour. We have an equitable salary structure that takes into consideration dedication to the work, skills and responsibilities as well as ensuring salaries are sustainable for the organizational budget.

Benefits:

- Paid health and dental insurance starting after one month and continuing one month beyond the end of season
- Paid sick leave and paid FMLA Leave
- Optional retirement plan provided by the State
- Professional development support
- Workers compensation coverage
- Food and groceries as needed
- Farm education classes and in-field training

Continued employment at FrontLine is dependent on mission alignment and work ethic. We conduct informal reviews after the first month, 3 months and after the first year to determine whether FLF and the new hire are still aligned.

To Apply, email cover letter and resume to info@frontlinefarming.org