

## Job Title: Farm-hand

**Reports to:** Field Manager

**Status:** Hourly, overtime-exempt

**Schedule:** Seasonal; approximately 35-45 hours/week April to November with possibility of extension/year-round work

**Start date:** Early April to mid-May 2024

**Location:** Krestova, BC (main), Shoreacres, BC (secondary sites)

**Compensation:** \$16.75-\$21.00/hour, in line with experience and qualifications

**Benefits:** Outlined below

### About LLF

Linden Lane Farms is a certified organic market garden farm and nursery located at the southern end of the Slocan Valley in British Columbia. Established in 2012, the farm currently grows approximately 9 acres of vegetables, small fruits, plants and flowers across three locations. The main farm site and greenhouses is located in Krestova, with two additional farm leases in Shoreacres. The farm supports customers from Nelson, Castlegar and surrounding communities through the on-site farm stand, three weekly farmers markets, and wholesale distribution channels. LLF takes pride in utilizing a blend of modern and traditional practices to focus on soil health and agronomy to make healthy growing and eating easier for the community.

Linden Lane is owned and operated by Matthew Carr, with day-to-day operations overseen by a team of experienced managers and leads. The team consists of 5 to 14 employees, depending on the time of the season, who are interested in agriculture and local food production!

### Position Summary

Farm-hands are vital to the operation by carrying out the day-to-day tasks needed to meet the production and sales goals. Farm-hands report to the Field Manager. While tasks are seasonal, Farm-hands gain experience in all production areas including seeding, planting, plant care, harvest, and post-harvest, as well as customer service. While we do our best to be ergonomic, farm work still involves long hours spent standing, bending, squatting and kneeling in all weather conditions while carrying out repetitive tasks. Depending on an individual's skills and experience, they may be assigned to take a leading role in certain tasks.

The successful candidate will have a keen interest in farming and preferably have some on-farm work experience. You are a self-motivated, results-oriented person with a positive attitude who can effectively communicate and work comfortably in a fast-paced farm environment. You enjoy being outside, working as part of a team and performing a variety of farm-related tasks.

### Job Duties

Tasks include but are not limited to:

- **Production Work:** Seeding, transplanting, weeding and crop care (irrigation, pruning, trellising, etc.) using tools, small equipment and by hand
- **Harvest & Pack Shed Work:** Harvesting efficiently, safely and consistently, rinsing, bunching and packaging products, cleaning and sanitizing harvest containers and tools
- Adhering to farm protocols and policies, which include food safety, farm safety, organic certification, and animal welfare standards
- Communicating with manager and supervisors daily regarding work needs
- Attending farmer's markets when needed
- Other farm duties as required

### **Preferred Qualifications**

- Prior organic vegetable experience is preferred but not required
- Physically fit; able to bend for long periods of time, lift items up to 20kg
- Strong work ethic and positive attitude throughout long days of physical, repetitive work in all weather conditions
- Able to take direction, learn quickly, ask for help and clarity as needed, and accept and act on constructive feedback
- Ability to work well in both a group setting and independently
- Takes initiative and pays attention to detail and quality
- Able to work in all weather conditions (rain, sun, or snow)
- Flexible; able to adapt to shifting priorities and conditions and help out where needed including extended hours and weekend/holiday work
- Reliable means of transport required
- Basic English language required

### **Additional Details**

- Monday to Friday schedule with occasional work on Saturdays/Sundays if needed.
- Typical 8-hour day starts at 7:00am-4:30pm with occasionally longer days: start time may shift earlier or later depending on weather and other factors. Standard 30-min unpaid lunch break.
- 3-month standard probationary period for new employees

### **Benefits**

- Vacation pay (4%) included each pay period
- Access to free farm produce “seconds” and 15% staff discounts on farm stand/market products
- Access to farm library resources
- Fuel reimbursement for reasonable travel between site locations in personal vehicles when required
- Opportunities for advancement/increased responsibilities in future seasons

### **To Apply**

Please email job package (cover letter and resume) to [info@lindenlanefarms.ca](mailto:info@lindenlanefarms.ca) with “*Position title: Your Name*” in subject. Include in your cover letter; your passion for agriculture, what you are hoping to learn/achieve and how you fit this position. Please include contact details for at least two professional references, (they will not be contacted without your permission). *If you are interested in other open positions, please submit one application and indicate interested positions in your email.*

**Applications will be reviewed as they’re received, so we encourage interested applicants to apply as soon as possible.**

Positions remain open until filled. All qualified individuals are encouraged to apply.

*While we invite all applications, only those selected for an interview may be contacted.*