



# Job Description

**Job Title:** Field Harvest Crew Member  
**Reports to:** Field Manager

**Employment Status:** FT & PT, Seasonal  
**FLSA Status:** Non-exempt

## Overview:

Spring Ledge Farm grows approximately 27 acres of mixed vegetables, strawberries, and sweet corn which we sell through our Farmstand. All members of the Spring Ledge Farm team love to be outdoors, have great attitudes, work well with others, can work independently, are reliable, communicate well and persevere in the face of challenges like weather, mud, and sun. Field Harvest Crew Members will be predominantly harvesting vegetable and fruit crops from our fields and vegetable greenhouses along with weekly hand weeding tasks.

## Responsibilities:

Basic Field Work - All employees share in the primary farm tasks listed below. You will spend most of your time together with other employees doing this work:

- Harvest, wash, and pack produce
- Weed crops as directed
- Other crop maintenance and horticultural tasks as needed

## Other Duties

- Keep workspaces, growing spaces, and outdoor areas clean and organized
- Other duties as assigned

## Schedule and Season

- Full-time and part-time positions are available typically requiring a minimum of 4 days per week.
- All positions are required to work 1 weekend day each week as part of their regular schedule.

- Working hours are 7:00am-3:30pm with a 30-minute unpaid lunch break for full-time positions and 7:00am-12:00pm for part-time positions. Alternative hours may be available.
- Positions start in June and continue through August, September, and October.
- Work hours are 7:00am-3:30pm for full day employees with a 30-minute unpaid lunch period. Hours for part-time/half-day employees are 7:00am-12:00pm. Employees are expected to be here and ready to start work promptly at 7:00am. This means arriving several minutes early to get settled in before clocking in.
- Occasional days off are accepted with prior approval by the field manager but be advised that you are generally obligated to work the days in which you are scheduled for.

### **Skills and Qualifications:**

- Ability to work effectively and efficiently with limited supervision
- Critical thinking and decision-making skills; able to make effective decisions under uncertain/variable conditions
- Highly effective collaborative skills; must perform comfortably in group settings
- Strong work ethic with history of good attendance
- Flexibility and willingness to shift gears as priorities change
- Ability to lift/carry up to 50 pounds repeatedly throughout the day
- Must be able to perform physical work in a variety of positions and at various heights including bending, squatting, reaching, twisting etc.
- Ability to work outdoors in all kinds of weather conditions
- Must enjoy hard work and be willing to get dirty
- Willing and able to learn quickly
- Ability to follow written and verbal instructions.
- A good attitude and a sense of humor!
- Valid driver's license preferred but not required
- Farming knowledge is a plus but not required