



Title: Production Team Member + Market Driver

Reports To: Assistant Farm Manager

Position Overview:

Gathering Together Farm is hiring a full-time seasonal employee to work in our vegetable production team, with focuses on cultivation, agronomy, logistics, and specialized harvest tasks. This position initially starts Mid to End of March through the end of November, but for the right candidate we would build this into a year-round position. Particular consideration will be given to applicants who are interested in also working as part of our farmers' market team.

This position would be suited to those interested in building their skills and experience within a large, diversified Organic vegetable production operation, through a wide range of tasks and responsibilities. This position would be a great fit for someone seeking to take on some responsibility and develop specialization in certain aspects of the production team's operations.

Duties and Responsibilities:

On Farm, duties primarily fall into the following categories:

Cultivation & Weed Management

- Tractor Operation with a focus on cultivation - post-planting weed control
- Attaching and removing tractor mounted cultivation implements
- Installing and removing floating row cover
- Flame weeding (burning), utilizing tractor mounted and hand operated equipment

Logistics:

- Consolidating and wrapping pallets, for deliveries and markets
- Loading and unloading trucks with a team member
- Safely operating pallet jacks and forklifts in busy packing shed environment
- Completing loading checklists and cross-referencing invoices and orders
- Basic Maintenance and safety checks on tractors, trucks and forklifts

Plant Health, Pest & Disease management

- In coordination with Assistant Farm Manager, help to execute foliar spray programs for managing specific crop fertility and nutrient needs, and to address pests and diseases
- Backpack and tractor mounted sprayer operation (Organically approved substances)
- Release of beneficial pest controlling insect populations

Specialized Harvest, Process, Wash and Pack:

- Work as part of a small team evaluating, harvesting, grading and washing specialty crops such as, but not limited to: green beans, sweet corn, winter squash, broccoli, cauliflower.

Additional Duties

- May be required to work alongside and support the transplanting crew as needed.
- Other duties as needed to get the job done.
- Maintains and encourages a safe working environment.
- Maintains and encourages an inclusive and harassment free environment.

Off Farm duties consist of:

Farmers Markets:

- Safely driving a 26' box truck to and from the Portland Metro area.
- Work with the market crew to unload trucks, set up the booth and displays, operate the market, and take-down.
- Serve as an ambassador of the farm, providing excellent customer service and pertinent information for the crew about our farm and crops.
- Address customer concerns and complaints with tact and empathy.
- Customer transactions and cash handling. Restocking displays.



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Deliveries & pick-ups

- Delivering our CSA shares to drop sites in Portland.
- Driving to make deliveries to restaurants, wholesale buyers, and food processors
- Collections of supplies in the Portland/Corvallis/Albany/Eugene areas.

Skills, Knowledge and Abilities:

- We are seeking individuals with a demonstrated knowledge of agricultural systems
- We value coworkers who demonstrate an aptitude for quick learning and application of new skills
- We require coworkers who are able to work well independently, and as part of a close-knit team
- We need coworkers who are willing to pull together, work hard, and pursue efficiency, consistent with our ethos of producing the highest quality organic produce
- We place an emphasis on coworkers developing positive working relationships with your peers, that fosters trust in support of our consensus driven culture.
- Ability to problem solve creatively when needed
- Ability to work under pressure and adjust to a diverse working environment
- Strong interpersonal skills and the ability to effectively communicate with a wide range of individuals, vendors and coworkers in a diverse community.

Minimum Requirements:

- Can drive manual transmission vehicles
- Experience operating tractors or other heavy equipment
- At least one season's farming, or equivalent outdoor work experience with transferable skills
- Mechanical aptitude and some knowledge of automotive systems
- Able to utilize daily/weekly task lists, give feedback to and help to prioritize tasks with the Assistant Farm Manager.
- Physically capable of driving for prolonged periods of time, standing for long periods of time, of bending and stooping repeatedly, and frequently lifting and shifting heavy tractor implements, and totes up to 60 lb
- The position requires manual dexterity, auditory and visual skills
- Detail oriented, with the ability to follow written and oral instructions and procedures
- Valid Oregon Driver's License

Preferred Qualifications:

- Experience driving large trucks (~26,000lbs GVW), manual transmission with air brakes. The successful candidate will obtain a Farm Endorsement from the DMV.
- Bilingual: English/Spanish or English/Mam speaking
- Experience in customer-oriented busy retail environment
- Practical understanding and experience of diversified or organic vegetable production
- A degree in Agricultural Sciences, Horticulture, or related field
- Forklift certified

Emphasized Competencies:

- Flexibility and problem-solving
- Rapid learning ability
- Independence and self-motivation
- Communication, collaboration, and teamwork
- Stress management and composure
- Focus on ergonomics and use of personal protective equipment (PPE)



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Working conditions

Much of the work takes place outdoors in all kinds of weather and is physical in nature.

- Out in the heat of summer, as well as the cold of winter.
- Work hours are generally long and weekend work is required on occasion.
- Minimal risk of exposure to organically approved pesticides, and other hazardous or controlled substances sprayed on crops or plants. (These risks to be managed with the correct use of personal protective equipment)
- Working with tools and heavy equipment.

Physical requirements

- Physically capable of being seated driving for prolonged periods of time, standing for long periods of time, of bending and stooping repeatedly, and frequently lifting and shifting heavy tractor implements, and totes up to 60 lb.

Schedule:

- Weekly schedule will be minimum of 40 hours, up to routine maximum of 48 hours
- A typical work week would be Monday-Thursday on the farm, potentially with a Wednesday market
- Alternatively, working a Sunday Market, then Monday - Thursday on-farm
- On-farm workdays vary from 8hrs -10.5 hrs
- Market days are typically 12-14 hours.
- Year-round work will be available depending on review and evaluation of your performance, at the discretion of the farm management team.

Compensation:

- Starting wages \$15.50-\$18.50/hr (dependent on experience) with a merit-based pay review at 6 months
- Driving hours wage differential
- Daily cooked lunch
- Abundance of vegetables for your household, including seasonally, some bulk quantities available for canning, food preservation etc.
- Generous discount in our farm stand and at our farmers markets, for fresh produce, bread, value added products and meals from our restaurant

Diversity & Inclusion

GTF is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

To Apply

Send a resume with cover letter to: justin@gatheringtogetherfarm.com

If you have specific questions prior to submitting your cover letter and résumé, please direct them to the email address above, including a contact number. We'll get back to you ASAP.