



**BOLDLY
GROWN**
— FARM —

Boldly Grown Farm
8855 Ershig Rd.
Bow, WA 98232
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Job Title: Farm Crew

Reports to: Harvest Manager

Status: Hourly, non-exempt

Schedule: Seasonal; approximately 35-50 hours/week May-January with possibility of extension/year-round work

Start date: mid-April to early May 2023

Location: Bow, WA

Compensation: \$16.50-\$20/hour, in line with experience and qualifications

Benefits: Outlined below

About BGF Boldly Grown Farm is a certified organic mixed vegetable farm located in the beautiful Skagit Valley of Washington State. 2023 will be our 9th season in operation, and we'll be growing approximately 32 acres of vegetables plus grains, flowers and seed crops. We sell year-round with a focus on fall and winter crops. Our primary customers are retailers and wholesale distributors throughout the Pacific Northwest. We also operate a ~275-member winter CSA program and have a farm stand on site. We utilize scale-appropriate machinery to save time, reduce wear and tear on our bodies and increase efficiency and productivity.

BGF is owned and operated by Amy Frye and Jacob Slosberg, with day-to-day operations overseen by a team of experienced managers and leads. Our team consists of the owners as well as 6-14 employees depending on the time of year. We take pride in our high-quality products, and we love growing a lot of food and feeding our region!

Position Summary

We're looking for some hard-working, positive individuals to join our full-time, seasonal Farm Crew.

Our Farm Crew members are the backbone of Boldly Grown Farm, carrying out the day-to-day tasks needed to meet our seasonal production and sales goals. Farm Crew members report to the Harvest Manager, flexing to help out where needed with all aspects of farm work. The focus shifts seasonally, with seeding, transplanting, plant care, and weeding tasks being the focus in the spring and early summer, transitioning to an emphasis on harvest and pack shed work from mid-summer through winter. Depending on an individual's skills and experience, they may be assigned to take a leading role in certain tasks.

Our operations are fairly mechanized, however farm work still involves long hours spent standing, bending, squatting and kneeling in all weather conditions while carrying out repetitive tasks.

Job Duties

- Field/production work: seeding, seedling care, transplanting, trellising, hand weeding, hoeing, field clean up, weed whacking, egg collection and washing, etc.
- Harvest and pack shed work: harvesting produce efficiently, safely and consistently, washing and packing produce for wholesale markets and CSA, cleaning and sanitizing harvest containers and tools, local deliveries, following food safety practices and protocols,
- Other duties as required

Preferred Qualifications

- Prior organic vegetable farming experience preferred but not required
- Strong work ethic and positive attitude; able to keep up morale throughout long days of physical, repetitive work in all weather conditions
- Excellent attention to detail; able to maintain high quality standards and follow food safety protocols while working quickly and efficiently
- Comfortable working both individually and on a team
- Flexible; able to adapt to shifting priorities and conditions and help out where needed
- Able to take direction, learn quickly, ask for help and clarity as needed, and accept and act on constructive feedback
- Able to work long hours in any weather and lift 50 lbs. repeatedly
- Valid driver's license, clean driving record (you will be added to our commercial vehicle insurance)
- Basic English or Spanish required

Additional details

- Sunday to Thursday schedule (Mon-Fri a possibility) with occasional work on Fri/Sat if needed
- Our typical day is 8:00-5:00 with occasional longer days; start time may shift earlier or later depending on weather and other factors.

Benefits

- Paid vacation and sick time (each accrued at 1 hour per 40 hours worked)
- Overtime pay (time-and-a-half above 40 hours/week)
- Time-and-a-half for hours worked on holidays
- Access to Washington's Paid Family Medical Leave benefit
- Free high-quality, organic produce from the farm and 25% discount on farm stand products
- Opportunities for advancement/increased responsibilities in future seasons

To Apply Please email jobs@boldlygrownfarm.com and tell us about yourself, including your work/life experiences and why you're interested in and a great fit for this position. You may submit a cover letter and resume or provide this information in another format. Please include "Farm Crew: Your Name" in the email subject. *If you are interested in other open positions, please submit one application and indicate in your email or cover letter the positions you're applying for.* Please include contact details for two professional references (references will not be contacted without your permission).

Applications will be reviewed as they're received, so we encourage interested applicants to apply as soon as possible. Position open until filled. All qualified individuals are encouraged to apply.