



**BOLDLY
GROWN**
— FARM —

Boldly Grown Farm
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Bow, WA 98232
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Job Title: Harvest Lead

Reports to: Harvest Manager

Status: Hourly, non-exempt, ongoing

Schedule: Year-round; approximately 35-50 hours/week May-January and 20-40 hours/week February to April

Start date: Flexible; between March-April 2023

Location: Bow, WA

Compensation: \$18-\$24/hour (\$37,440-\$49,920/year), 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 are seeking a positive, detail-oriented and self-motivated individual with strong communication and leadership skills to join us in the role of Harvest Lead.

The Harvest Lead is responsible for leading the Harvest Crew to execute the daily harvest plan and keep order fulfillment on track. With guidance from the Harvest Manager, they will help set the pace for the team and ensure that harvest is conducted efficiently, effectively, safely and in compliance with our food safety plan while maintaining high quality standards. Harvest activities can be repetitive; a positive attitude and ability to motivate others while maintaining an eagle eye for detail and quality is key to succeed. This position will require ongoing communication with other team members regarding priorities and resource (labor and equipment) allocation.

Though most products are harvested by hand, we use tractors and implements extensively to assist with harvest activities, and this position will involve driving tractors and changing implements. When not working on harvest tasks, the Harvest Lead and Harvest Crew will flex to assist with other farm tasks such as greenhouse seeding, weeding, transplanting, pack shed work, etc.

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

- Communicate daily with the Harvest Manager and Pack Shed Lead to review the master harvest and order list and establish priorities for the day
- Lead the 2-6-person Harvest Crew in executing daily harvest activities, ensuring efficient harvest operations and transitions between tasks; oversee transport of produce from the field to the pack shed
- With guidance from the Harvest Manager, provide training and communication to Harvest Crew on harvest techniques, pace expectations, quality standards and food safety protocols
- Maintain harvest and food safety logs
- Member of Food Safety Team: ensure harvest activities are conducted in compliance with our food safety plan, assist with ongoing documentation/refinement of harvest SOPs, and set a good example for the rest of the team regarding food safety practices and protocols
- Clean and sanitize harvest tools and equipment according to designated schedule and SOP
- Communicate harvest supply and tool needs to Harvest Manager
- Keep harvest equipment and tools clean, organized and in working order
- Other duties as required, particularly during spring and early summer

Preferred Qualifications

- 1+ years commercial vegetable farming experience
- Excellent communication and interpersonal skills; demonstrated ability to lead and motivate others
- Excellent observational skills and attention to detail; able to maintain high quality and food safety standards while working quickly and efficiently
- Strong work ethic and positive attitude; able to keep up morale of both self and crew throughout long days and hard work
- Good time management skills; able to be flexible and adapt to shifting priorities and conditions in a fast-paced environment and communicate changes to the harvest crew
- 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) and access to a cell phone
- Basic English required; proficiency in written and spoken Spanish a priority

Additional details

- Possibility of extended time off from Feb-April if desired
- Sunday to Thursday schedule 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.
- This is a permanent, ongoing position; priority will be given to candidates who are interested growing with our farm in the coming years and willing to make a 2+ year commitment

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

- Ongoing training and professional development, including access to professional development funds

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 "Harvest Lead: *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 three 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.