



**BOLDLY
GROWN**
— FARM —

Boldly Grown Farm
8855 Ershig Rd.
Bow, WA 98232
jobs@boldlygrownfarm.com
@boldlygrownfarm

Job Title: Production Lead

Reports to: Production Manager

Status: Hourly, non-exempt, ongoing

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

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 detail-oriented and self-motivated individual with excellent prioritization and problem-solving skills to join us in the role of Production Lead.

As part of the Production Team, this individual helps execute all aspects of field and hoop house crop production for ~32 acres of field crops and two 30'x120' hoop houses. They also play a key role in maintaining and operating farm equipment and take the lead on mechanical harvest and bulk crop harvest. The overall aim is to produce a sufficient quantity of high-quality produce to meet the season's production and sales goals.

This position will involve tractor operation, implement use and equipment troubleshooting and requires ongoing communication with other team members regarding priorities and resource allocation. Within the Production Team, specific areas of responsibility—such as seedling propagation, transplanting, cultivation, etc.—may be assigned depending on individual interests, skills and experience.

When not working on production tasks—and especially in the fall/winter—the Production Lead will assist with harvest and pack shed work.

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

- Along with the rest of the Production Team, execute all activities required to implement the season's production plan, including greenhouse seeding, seedling care, field prep & tillage, laying plastic, fertilizing, transplanting, direct seeding, cultivation, irrigation, materials application, IPM, field clean-up, etc.
- Assist with mechanical harvest of crops and bulk harvesting to fill inventory
- Transport produce between farm and storage facilities
- Maintain and repair farm infrastructure and equipment
- General site maintenance (weed whacking, mowing, etc.)
- Keep production records such as seeding, transplanting, materials application, etc.
- Carry out production activities in line with our food safety policies and procedures
- Assist with harvest and pack shed work
- Other duties as required

Preferred Qualifications

- 1+ years commercial vegetable farming experience or other horticultural experience/knowledge of horticultural practices, pest/disease prevention and control, irrigation systems, cultivation techniques, transplant production and care, etc.
- Comfortable working both individually and on a team
- Excellent observational skills and attention to detail; able to balance accuracy with efficiency
- Good time management skills
- Flexible; able to adapt to shifting priorities and conditions and help wherever is needed
- Strong problem-solving skills
- Able to keep up efficiency and motivation while working independently
- Able to take direction, learn quickly, ask for help and clarity as needed, and accept and act on constructive feedback
- Strong communication and interpersonal skills
- 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 tractor operation and mechanical aptitude; able to drive stick shift or willing to learn
- Basic English required; proficiency in written and spoken Spanish a priority

Additional details

- Possibility of extended time off from January-March 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 "Production 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.