



**BOLDLY
GROWN**
— FARM —

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

Reports to: Harvest & Pack Shed Manager; takes direction from leads

Work location: Bow, WA

Status: Hourly, non-exempt

Work schedule: Seasonal position; approx. 35-50 hours/week May-Jan/Feb with possibility of extension/year-round work. Monday-Friday schedule; Saturdays as needed.

Desired start date: April/May 2024

About BGF Boldly Grown Farm is a certified organic mixed vegetable farm located in the beautiful Skagit Valley of Washington State. We are passionate about feeding our community with high-quality, locally grown food while stewarding the land, fostering agricultural careers, building community, and strengthening our regional food system. Now going into our 10th season, we are a production farm growing approximately 35-45 acres of vegetables, grains, legumes, flowers and seed crops. We operate year-round, specializing in fall and winter vegetables. We sell to retailers and distributors throughout the Pacific Northwest and beyond. We also operate a 320-member winter CSA program and a year-round farm stand. Our team consists of the owners and 10-14 coworkers depending on the time of year.

Position Summary

We are seeking positive, motivated individuals with the capacity and interest to learn to join our Farm Crew!

Our Farm Crew members are the backbone of Boldly Grown Farm, carrying out the day-to-day tasks needed to meet our annual production and sales goals. Farm Crew members assist with all aspects of farm work. Seeding, transplanting, plant care and weeding are the focus in spring and early summer, transitioning to harvest and pack shed work from mid-summer through winter. Depending on an individual's skills and experience, leadership opportunities may be available, including the roles of Assistant Harvest Lead and Assistant Pack Shed Lead.

Farming is hard work! Though we rely on equipment to reduce wear and tear on our bodies, you still may spend long hours standing, bending, squatting and kneeling in all weather conditions while carrying out repetitive tasks.

Primary responsibilities

- Field/production work: seeding, plant care, transplanting, trellising, hand weeding, hoeing, field clean-up, egg collection and washing, etc.
- Harvest and pack shed work: harvesting produce efficiently, safely and consistently; washing and packing produce for wholesale and retail markets, cleaning and sanitizing harvest containers and tools, local deliveries (Seattle to Bellingham corridor)
- General site maintenance (weed whacking, mowing, etc.)
- Carry out all activities in line with our food safety policies and procedures

** This job description covers key responsibilities but does not capture all job duties. There are times we need all hands on deck to accomplish a task!*

Required skills and qualifications

- A positive attitude and ability to work efficiently in all weather conditions while maintaining excellent attention to detail and quality of work is essential!
- Able to take direction, learn quickly and ask for help as needed
- Strong interpersonal skills; able to interact positively with a bilingual team
- Good time management skills; able to stay organized and on task
- Committed to safe equipment operation and following the farm's food safety policies
- Strong problem-solving skills and flexible; able to adapt to shifting priorities and conditions
- Able to receive and give constructive feedback with grace and humility
- Able to work outdoors in any weather and lift 40+ lbs. repeatedly
- Valid driver's license—must be able to transport crew members and supplies, move product between storage sites, and assist with deliveries using farm vehicles
- Basic spoken and written English or Spanish

Preferred skills and qualifications

- 1+ years commercial organic vegetable farming or other horticultural experience
- Basic tractor operation and mechanical aptitude; able to drive stick shift
- Proficiency in English and Spanish an asset

** If you don't check all the boxes but have a great attitude and capacity and interest to learn, we encourage you to apply.*

Additional details

- Our typical day is 8:00-5:00 with a 1-hour lunch. Days may be longer or shorter at times, and the start or end time may shift depending on weather and other factors.
- This position routinely works outdoors in all weather conditions. An indoor bathroom and heated breakroom and lockers or cubbies are available for use.
- We are interested in fostering careers in agriculture. Priority will be given to candidates who are open to long-term employment.

Compensation and benefits

- \$17-\$20/hour starting wage depending on experience and qualifications
- Paid vacation and sick time (each accrued at 1 hour per 40 hours worked)
- Overtime pay (time and a half above 40 hours/week)
- \$50/month gear & wellness stipend after 3 months
- Access to employer-matched SIMPLE IRA plan after 3 months
- Time and a half for hours worked on federal holidays
- Free produce from the farm; 25% discount at our farm stand
- Access to professional development funds and training/educational opportunities
- Opportunities for advancement and leadership responsibilities in future seasons

To Apply Email jobs@boldlygrownfarm.com and tell us about yourself—including your strengths, experience, knowledge or skills—either with a cover letter and resume or another format. Please include "Farm Crew: *Your Name*" in the email subject. If you're applying for more than one position with us, please let us know in your email. Applicants selected for an interview will need to provide contact details for three professional references.

Applications will be reviewed as they're received, so we encourage interested applicants to apply as soon as possible. Position open until filled. We look forward to hearing from you!