



**BOLDLY  
GROWN**  
— FARM —

Boldly Grown Farm  
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## Job Title: Farm Crew

**Reports to:** Operations Manager

**Work location:** Bow, WA

**Status:** Hourly

**Schedule:** Full-time seasonal (August through Jan/Feb 2025) with potential for ongoing employment

**Desired start date:** August/early September 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. 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're looking for a few well-rounded farmers to join our Farm Crew!** Our fall-winter season is focused on harvesting, washing, packing and distributing all the crops we've worked so hard to grow during the year. Our ideal candidate has some prior farming experience on a diverse vegetable farm—including basic equipment operation—or is a quick and eager learner! For experienced candidates, ongoing work and additional responsibilities or opportunities may be available.

Work will occur in both the field and pack shed. Fall and winter farm work can be challenging; a positive attitude and ability to work quickly and efficiently while maintaining attention to detail and quality is essential. Though we rely on equipment to reduce wear and tear on our bodies, you may still spend long hours standing, bending, squatting and kneeling in all weather conditions while carrying out repetitive tasks.

## Primary responsibilities

- Harvesting produce efficiently, safely and consistently
- Washing and packing produce for wholesale orders, winter CSA and farm stand
- Local deliveries (Seattle to Bellingham corridor)
- 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

- Able to take direction, learn quickly and ask for help as needed
- Strong work ethic and 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
- Strong interpersonal skills; able to interact positively with a bilingual team
- Committed to safe equipment operation and following the farm's food safety policies

- Able to work outdoors in any weather and lift 40+ lbs. repeatedly
- Valid driver's license—must be able to transport crew members, supplies, and crops
- Basic English or Spanish

#### **Preferred skills and qualifications**

- 1+ years commercial organic vegetable farming or other produce industry experience
- Basic tractor operation and mechanical aptitude; able to drive stick shift
- Proficient in English and Spanish

*\* 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 Monday-Friday 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.

#### **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)
- Time and a half for hours worked on federal holidays
- \$50/month gear & wellness stipend after 3 months
- Access to employer-matched SIMPLE IRA plan after 3 months
- 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](mailto: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!