



**BOLDLY  
GROWN**  
— FARM —

Boldly Grown Farm  
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## **Job Title: Equipment Operator**

**Reports to:** Production Manager

**Work location:** Bow, WA

**Status & schedule:** Hourly, full-time, ongoing

**Desired start date:** Mar/April 2025 (flexible)

**About BGF** Founded in 2015, 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 ~300-member winter CSA program and a year-round farm stand. Our team consists of the owners and 10-14 team members depending on the time of year.

### **Position Summary**

**We're looking for a mechanically inclined equipment operator who thrives being an individual contributor within a larger team.** The Equipment Operator will spend a good amount of time in the tractor seat operating equipment safely and effectively in support of production and harvest activities. The Equipment Operator is primarily a solitary role, though it requires ongoing communication and coordination with other team members. Our ideal candidate has prior farming experience on a diverse vegetable farm, including equipment operation and maintenance. When not driving tractor, the Equipment Operator will play a role in general production tasks as well as harvest and pack shed work.

BGF equipment includes a variety of tractors, vehicles and trailers, forklifts and implements including tillage, cultivation, seeders, transplanter, sprayers, harvesters, etc.

Farming is hard work! 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**

- Perform tractor work, including but not limited to: primary tillage, bed prep, spreading fertilizer, laying plastic, cultivating, flame weeding, seeding, transplanting, spraying, mowing, mechanical harvester operation, load moving, etc.
- Communicate with Production Manager and other team members regarding tractor work priorities, equipment scheduling/use, and repair needs.
- Perform routine maintenance and as-needed repairs on equipment, vehicles, tools and facilities.
- Maintain shop facilities and tools in clean, working order.
- Review and maintain equipment manuals, spec sheets and training logs to ensure safe and proper equipment use and maintenance.

- Keep records related to equipment repair, service, and cleaning as well as field activities such as seeding, transplanting, materials application, etc.
- Help ensure other team members are adjusting and using all equipment safely and properly.
- Transport products between farm and storage facilities.
- Assist with farm infrastructure and equipment maintenance and repair and general site/landscape maintenance.
- Assist with other crop production tasks and harvesting, washing and packing produce as needed.

#### Preferred skills and qualifications

- 3+ years of experience as an equipment or machinery operator, preferably in an organic vegetable production setting
- Understanding of organic farming and weed management principles
- Familiarity with manual transmission, diesel engines and hydraulics
- Excellent problem-solving skills; resourceful
- Able to work independently and maintain focus for long periods of time
- Good time management skills; able to shift tasks quickly based on changing priorities in a fast-paced environment
- Able to take direction, learn quickly and ask for help as needed
- 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
- Knowledge/experience with welding, carpentry, plumbing, electrical, etc.
- Valid driver's license—must be able to transport supplies and crops
- Basic spoken and written English required; proficiency in English and Spanish preferred

#### Additional details

- Schedule may be Monday-Friday or Sunday-Thursday. 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

- \$20-\$26/hour
- 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 90 days
- Access to employer-matched SIMPLE IRA plan after 90 days
- Free produce from the farm; 25% discount at our farm stand
- Access to professional development funds and training/educational opportunities

**To Apply** Email [jobs@boldlygrownfarm.com](mailto:jobs@boldlygrownfarm.com) and tell us about yourself—including your experience, strengths, knowledge or skills—either with a cover letter and resume or another format. Please include “Equipment Operator: *Your Name*” in the email subject. 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!