



**BOLDLY
GROWN**
— FARM —

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

Reports to: Production Manager

Work location: Bow, WA

Status: Hourly

Schedule: Full-time, ongoing

Desired start date: April/May 2025 (flexible)

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 positive, motivated individual with the capacity and interest to learn to join our Production Team! This individual will help execute all aspects of crop production for ~35-45 acres of field crops and two 30'x120' hoophouses. Work involves tractor operation, implement use and equipment troubleshooting and requires ongoing communication and coordination with other team members. Within the Production Team, specific areas of responsibility may be assigned depending on individual interests, skills and experience. Our ideal candidate has some prior farming experience on a diverse vegetable farm—including basic equipment operation—or is a quick and eager learner!

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

- Assist with all aspects of crop production, including seeding, plant care, field prep & tillage, laying plastic, fertilizing, transplanting, direct seeding, trellising, cultivation, irrigation, materials application, IPM, field clean-up, etc.
- Assist with mechanical harvest of crops and bulk harvesting
- Transport produce between farm and storage facilities
- Assist with farm infrastructure and equipment maintenance and repair and general site maintenance (weed whacking, mowing, etc.)
- Keep production records such as seeding, transplanting, materials application, etc.
- Harvesting produce efficiently, safely and consistently
- Washing and packing produce for wholesale orders, winter CSA and farm stand
- Local deliveries (Seattle to Bellingham corridor)

** 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
- Strong problem-solving skills and able to adapt to shifting priorities and conditions
- 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 spoken and written English

Preferred skills and qualifications

- 1+ years commercial vegetable farming or other horticultural experience, including knowledge of horticultural practices, pest/disease prevention and control, irrigation systems, cultivation techniques, transplant production and care, etc.
- 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.
- 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)
- 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 and tell us about yourself—including your strengths, experience, knowledge or skills—either with a cover letter and resume or another format. Please include "Production Crew: *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!