



2023

PERSEPHONE FARM Job Description for Seasonal Farm Workers

Generally, farm workers are responsible for assisting in seeding, planting, irrigation, weeding, harvest, threshing and cleaning of seed crops and maintaining grounds and equipment. Workers with experience in operating tractors and implements may also participate in mowing, discing, and harrowing. If you have experience with carpentry, plumbing, specialized tractor work, mechanics, and repairs, there is ample opportunity to participate. A multi-year project to restore native Camas prairie to the farm is also underway.

Seasonal Tasks include:



March, April, May:

- prepare propagation greenhouse, seed and water starts
- weed garlic
- install irrigation pump and mainline, bring lateral pipes to fields
- mowing, soil tillage, and transplanting, as weather permits
- change solar array angles
- mechanical and hand control of invasive weeds in fields

June, July:

- continue seeding, preparing ground, and planting
- mechanical cultivation and hand weeding of seed crops
- irrigation of crops and cover crops
- mow pastures and headlands
- clean solar arrays
- harvest garlic scapes
- harvest, windrow and cure garlic bulbs
- collect and cure Camas seeds





August, September:

- weeding, irrigation
- mowing
- prepare next year's garlic ground
- thresh and cure vegetable seeds
- sort and clean garlic for seed sales and sale to CSA
- change solar array angles

October, November:

- seed cleaning
- harvest storage crops
- plant, fertilize, and mulch garlic
- retrieve and store irrigation pump and pipes for winter
- facilities and grounds cleanup
- pack seed and storage crops for sale
- clean and plant Camas seeds
- seed cover crops



December, January, and February: Part time work available. Tasks include additional harvest and packing of storage crops, fertilizing and weeding garlic, invasive weed removal, and for those with additional experience, general light carpentry and construction, plumbing, mechanical repairs and maintenance, facilities maintenance and supplies inventories. These types of tasks are performed year-around as needed but occur especially in winter.

Work Hours and Schedules: The regular workday starts at 8AM in the spring and fall, 7 am in the summer. We ask that you work 8 hours per day and prefer that you limit your work day to 8 hours. Lunch breaks are unpaid; thirty minutes at minimum, longer if you choose. We take a fifteen minute break in the morning and a fifteen minute break in the afternoon. This position is minimum 16 hours per week maximum 40 hours per week; which days you work can be somewhat flexible though we do not work on Sundays. Winter work (December through February) is part-time and scheduling is flexible to accommodate other work, holidays, travel, or other commitments.

Compensation: Employees are paid \$ 15.50 – 18.00/hour depending on experience and are responsible for their own food and lodging. Free produce from the farm is also available. Paid sick leave (one hour for every 30 hours worked). Employees returning for subsequent seasons receive a performance-based wage increase and the opportunity to increase and tailor responsibilities in response to personal interests and commitment to the farm.

Education: This position is not an apprenticeship, and I value your experience and independent work skills. While we are working I am happy to share my 33 years experience on this land for the benefit of your farm career. I can offer information in many areas including:

- soil sampling and interpretation of soil tests
- fertility and irrigation management
- tillage and cultivation techniques

- factors to consider in a land search
- propagation greenhouse management
- irrigation needs, scheduling and management
- variety trial data and results, especially winter-hardy and storage vegetables
- insectary plants and functional agricultural biodiversity
- planting hedgerows and trees on farms
- where to find additional technical advice

Communication: I value and practice clear, honest, and respectful communication and believe there is strength and health in diversity. There are frequent informal and scheduled opportunities to check in.

Misc.: Smoking or chewing of tobacco is not allowed on the farm premises (or off the farm during the duration of a farm work day). Tobacco carries a virus, which can be transmitted, through the hands or clothes of a tobacco user, to other plants in the solanaceae or “nightshade” family. The virus can cause rapid devastation of a crop. Workers who smoke on their days off away from the farm must inform us of this fact and follow sanitation procedures (change clothes, wash hands) before arriving for work at the farm, to avoid infecting a crop.

(Please see following page.)



ATTITUDES and ABILITIES

It is important for workers to have the following skills so we can build a productive and happy crew.

1. Interest in and Commitment to Sustainable Organic Agriculture
2. Responsibility and Reliability
 - Ability to learn, and to work unsupervised
 - Self-motivation to do a quality job in an efficient way
3. Awareness and Participation
 - Maintains an awareness of what is currently happening
 - Thinks of what needs to be happening next
 - Helps initiate what needs to be happening next
 - Thinks about safety
4. Time
 - On time for work
 - Keeps track of work speed and strives for efficiency
5. Positive Attitude
 - Cheerful, willing, easy-going
 - Makes constructive suggestions for improving jobs; offers to help implement improvements
 - Respects all staff and appreciates their work and contributions
6. Communication
 - Works well with others through communication
 - Questions directions when they seem inadequate or unclear
 - Offers alternative ways to achieve an objective
 - Responsive to suggestions from supervisors and co-workers
 - Proactive and honest
7. Focus
 - Able to concentrate on the task at hand
 - Listens carefully to instructions without becoming distracted
 - Retains information for future reference
 - Accomplishes stated objectives completely before moving to a new project
 - Cleans up after tasks