



### **VALUES + NORMS**

*Approach with Compassion*  
*Respect (All), Be Honest*  
*Take Responsibility*  
*Commit to Communicate*  
*Team-based Professionalism*  
*Passion for Work*

**OUR MISSION:** *build community through education, food accessibility, and being a model of appropriate land stewardship and regenerative agricultural techniques. We aim to create a sustainable model of regenerative farming and local agriculture that protects our food, employees, environment, and community. EMO and its partners focus on food equity, justice, and access by working as the aggregator/food hub/distributor to source locally grown produce, value-added products, and regionally adapted seeds. We are new. And a work in progress! Welcome 😊*

# JOB DESCRIPTION: FARM CREW

**ROLE:** Farm/orchard crew tasks + daily/event activities for food pantry contracts/clients + work under Farm Director

**SCHEDULE + ENVIRONMENT:** 35 hours/week (more during peak weeks) but can also be seasonal. Requires the ability to work occasional mornings, nights and weekends. Must be able to work with the weather's schedule and elements. Other physical aspects can include handling objects, tools or controls; reach; traverse; sit or stand (usually for longer periods of time); occasionally ascend/descend; and position self (to) move; environmental and work hazards are not present to a measurable degree.

**PAY RATE + JOB PERKS:** \$18/hr + farm fresh veggies, meat and eggs + employee food pantry

### **DETAILED DUTIES + RESPONSIBILITIES:**

- Feed the people WITH the people !!!
- Perform farm/orchard tasks including: seeding, watering, pruning, weeding, harvesting, pre-harvest duties, travel between farm sites, etc.
- Assist Farm Director with post-harvest tasks for retail/wholesale orders + deliveries
- Assist with events, dinners, and special projects
- Participate in weekly team meetings and quarterly individual feedback meetings
- Provide taste-testing support for culinary arts crew on value-added prototypes + recipes in general
- Cover weekend watering and farmhouse chores
- Use time clock and job task list mobile software
- ***Specialization areas include: nursery management, property/vehicle maintenance, and general administrative support. Orchard specialist??***

### **IDEAL TRAITS, SKILLS + EXPERIENCE:**

- Passion for expanding food access for all with all
- Black, Indigenous, People of Color (BIPOC), & LGBTQIA+ applicants encouraged to apply
- Bilingual English/Spanish preferred
- Farm/orchard care experience + other landscaping/farm/gardening work exposure
- Self-awareness and personal goal-setting habit around EMO Values/Norms already present
- INDEPENDENT + TEAM motivated work style
- Dependable, detail-oriented, and organized
- You manage time efficiently and work well under deadlines but can also stay adaptive
- Active Driver's License and willingness to drive large vehicles in the city/mountain highways

Contact the Farm Director at [kasey@earlymorningorchard.com](mailto:kasey@earlymorningorchard.com) for an in-person interview. Areas of expertise and specialization are welcomed as a part of a dynamic farm crew team that supports all of EMO's programs and events. Once hired, employees must sign a contract stating they have read and understand their roles and responsibilities.

*Early Morning Orchard values the diversity of our communities and never discriminates based on race, color, sex, national origin, religion, age, disability, marital status, pregnancy, sexual orientation, gender identity, genetic information, or any other non-merit-based factor. Applicants are subject to a background check. We are an equal-opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability*