



Center for Regional Food and Farming

## **Glynwood Vegetable Apprentice**

**Job Title:** Vegetable Apprentice

**Reports To:** Associate Director, Vegetable Operation

**FLSA Exemption Status:** Non-Exempt

**Regular Work Hours:** March 13 - December 15, 2023. Position is 40-50 hrs/week, not including an additional of 5 hours of unpaid instructions, M-F with rotating weekend chores. The manager tracks hours on a spreadsheet to ensure they are not exceeded. Start times vary by season.

**Compensation:** \$650 per week (\$16.25 per hour); private room in a shared house; \$400 in a Healthcare Reimbursement Account; 60 hours of classroom based education; free Glynwood vegetables; and a 40% discount on Glynwood meat and Glynwood Farm Store products.

**Paid Time off:** Apprentices earn 6 vacation days and 3 sick days.

**Location:** Cold Spring

**Residence Required:** Yes

***The Glynwood Center for Regional Food and Farming is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.***

**Overview:** Glynwood's Vegetable Apprenticeship Program is designed for those who are eager to pursue a career growing vegetables and have already experienced farm-scale vegetable production, preferably 1 to 3 seasons. Apprentices will have the opportunity to gain a solid foundation in all the skills necessary to manage a small-scale commercial organic vegetable operation. Beyond gaining hands-on experience and learning technical skills through working as a field crew on Glynwood's 7 acre vegetable farm, apprentices learn management skills through a variety of approaches including in-field training and explanations from experienced mentors, classroom workshops led by outside experts, in-field lessons covering farm production systems, and rotations through specific management roles. From tractor operation to business planning, compost production to crop rotations, the 9-month Vegetable Apprenticeship aims to provide a comprehensive overview of how to manage a vegetable farm.

Glynwood's Apprenticeship program will ask a lot of you. Apprentices work full-time on the vegetable team, participate in a 60-hour classroom curriculum, attend farm tours through the Mid Hudson Collaborative Regional Alliance for Farmer Training (CRAFT; some are optional, while some are required), complete regular assessments of their skills and progress towards program goals, and are encouraged to participate in Glynwood-led events, networks, and other programs. Apprentices are also expected to support Glynwood's culture of philanthropy and

may be asked to contribute to story-telling projects or events led by our development and communications team.

**Job Summary:** Apprentices collaborate closely with their supervisors as a team, discussing work priorities and decisions throughout the season. The following job duties encompass the day-to-day work of the vegetable team and are also the core competencies apprentices can expect to learn.

### **Essential Job Duties**

- Greenhouse seeding and management
- Transplanting and direct seeding
- Hand weeding, hoeing, and cultivating
- Harvesting
- Washing and packing
- Cover cropping
- Mulching
- Pruning and trellising
- Irrigating
- Pest and disease control
- Field tractor work
- Record keeping
- Supervising CSA pickups
- Compost Making
- Machine and tool maintenance

**Educational Opportunities:** The apprentices are expected to participate in bi-weekly educational programs and other educational activities, including directed readings, occasional evening presentations, and farm visits.

- Attend more than 60 hours of educational and practical skills workshop in topics including:
  - Cover cropping
  - Pest and disease management
  - Business planning
  - Soil science
  - Tractor safety and mechanization
  - Small engine safety and mechanization
  - Food access and food justice
  - Basic carpentry
  - Marketing
- Participate in skills assessment process to evaluate / improve skills
- Participate in Mid-Hudson Collaborative Regional Alliance for Farmer Training (CRAFT)
- Access organizational contacts for long-term networking assistance

### **Physical Demands**

This is a physically active role. The Vegetable Apprentice must be able and willing to:

- Stand, crouch, kneel, and bend
- Lift and move flats, materials, hoses, etc.
- Lift 50 pounds on a regular basis
- Perform other physical activities as needed for producing vegetables
- Work steadily outdoors in all weather including heat, cold, rain, and wind. (Working outdoors is not required when conditions are hazardous to human health.)

### **Weekend Work and Travel**

- Apprentices are required to participate in the vegetable team's weekend chore rotation, which will include performing field irrigation responsibilities and greenhouse care.
- Because required work hours increase with the season, some weekend work may be scheduled.
- Apprentices participate in field trips off site, and may attend one or more conferences that require overnight stays.

### **Supervisory Responsibility**

- When volunteers join us in the fields, apprentices may be asked to supervise and guide them.

### **Required Education and Experience**

- High school diploma or GED
- Must have some farming experience, such as one year's employment or an internship on a farm

### **Additional Eligibility Qualifications**

- Affinity for Glynwood's mission
- Valid US Driver License in good standing
- Provable eligibility to work in the US

### **Miscellaneous**

- Employment at Glynwood is "at will." Background checks are required for the final candidates.
- Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

### **About Glynwood**

Glynwood's mission is to ensure the Hudson Valley is a region defined by food, where farming thrives. We work to advance regenerative agriculture that benefits the natural environment, energizes local economies, enhances human health and strengthens rural communities.

Glynwood's farm is located in Cold Spring, NY, in the mid Hudson Valley. Our diversified farm, with a variety of livestock and a vegetable CSA, serves as a venue for our farmer training efforts. Other core organization efforts include our Regional Food program--which creates and implements collaborative opportunities for food and farming professionals that enhance the region's agricultural viability and identity--and Public Programs such as curated dinners, tours and workshops, which encourage a deeper appreciation for sustainable agriculture and local food systems among our Hudson Valley communities.

**To Apply: Please use this [form](#) to submit your application and upload your resume + cover letter.**