



Job Title: Vegetable Apprentice

Reports To: Vegetable Production Manager

FLSA Exemption Status: Agricultural Exemption

Position Type: Temporary, full-time

Regular Work Hours: 8-9 hour work days M-F with a one hour unpaid lunch, and rotating weekend chores. Daily start times vary by season.

Last Updated: September 2018

Location: Cold Spring

Residence Required: Yes

Overview

Our on-farm apprenticeships provide a solid foundation in sustainable agricultural practices. Designed for aspiring farmers with some previous experience, apprentice education focuses on farm management as well as business skills.

Apprentices are expected to work as a field crew and participate in all educational offerings, as well as assessments of their skills and progress throughout the season. Apprentices are provided with a stipend and housing. Glynwood strives to support apprentices in planning and continuing their path to develop as farmers, therefore apprentices are encouraged to participate in organizational events, networks, and other programs.

Successful completion of the Vegetable Apprentice program makes participants eligible for a Second Year Apprenticeship with increased responsibilities, designed to be a bridge to management-readiness. We will offer one Second Year Apprenticeship per year.

Job Summary

On a daily basis, this Apprentice position takes direction from the Vegetable Production Manager and works with others on all aspects of vegetable production and Glynwood's CSA. The apprentice is expected to participate in bi-weekly educational programs and other educational activities including directed readings, occasional evening presentations and farm visits.

Essential Job Duties

- Greenhouse management
- Cover cropping
- Irrigation
- Tractor field work
- Fertility management

- Harvesting
- Post-harvest handling
- Staffing CSA distribution and farm store
- Record keeping
- Season extension
- Pest and disease control
- Weed management
- Composting

Educational Opportunities

- Train in:
 - Seed and supply ordering
 - Crop planning
 - Crop rotations
 - Business planning
 - Marketing
- Learn from dedicated mentors in all field work
- Attend more than 60 hours of educational and practical skills workshop
- Participate in skills assessment process to evaluate / improve skills
- Participate in Mid-Hudson Collaborative Regional Alliance for Farmer Training (CRAFT)
- Access organizational network for long-term networking assistance

Competencies

- Basic competency with word processing, spreadsheet, and email/calendar software
- Ability to communicate clearly in English, verbally and in writing
- Professional, collegial, straightforward, non-aggressive communication
- Capable of both working alone and on a team
- Willing and able to help with emergencies during non-regular hours
- Ability to lift at least 50 pounds on a regular basis
- Ability to work outdoors in all types of weather

Supervisory Responsibility

Possible work with volunteers.

Administrative Responsibility

- File for out-of-pocket expense reimbursement via online application, at least monthly
- Submit weekly timesheets to supervisor according to current requirements
- Attend trainings in administrative procedures as required
- Attend safety trainings as required

Work Environment

Most of the work is performed outdoors in a variety of weather conditions, but some indoor time is required for education.

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.
- Perform other physical activities as needed for producing vegetables
- Work steadily outdoors in heat, cold, rain, and wind. (Working outdoors is not required when conditions are hazardous to human health.)

Travel and Weekend Work

- Because required work hours increase with the season, some weekend work will be scheduled
- Apprentices participate in field trips off site, and attend one or more conferences that require overnight stays.

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

Other Duties

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 lower Hudson Valley. Our diversified farm, with a diversity 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 to encourage a deeper appreciation for sustainable agriculture and local food systems.

Miscellaneous

Employment at Glynwood is “at will”. Background checks are required for the final candidates.

Glynwood is an Equal Opportunity Employer and strongly encourages diverse candidates to apply.

To apply, send your resume, cover letter, and three references to: jobs@glynwood.org. In the subject line, please indicate Vegetable Apprentice.