



Job Description

Job Title: Vegetable Production Apprentice

Reports To: Vegetable Production Manager

FLSA Exemption Status: Agricultural Exemption

Position Type: Temporary, full time

Regular Work Hours: March thru mid-November 2020. Apprentices work 40-50hrs/week depending on the season, generally Monday-Friday beginning at 7:30, with some weekend hours as part of a weekend watering rotation. Each week starts off with a field walk and planning meeting to promote understanding of the whole farm system and how tasks are prioritized. One unpaid hour for lunch every day.

Date Created/Last Updated: 9/17/19

Location: Cold Spring

Residence Required: Yes

Summary

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 on a beautiful 225 acre property within Fahnstock state park. The apprentice program at Glynwood is designed to provide solid experience in regenerative agriculture and additional training in managerial skills for more experienced apprentices. Through a combination of classroom and in-field instruction, apprentices gain experience with the broad array of skills needed for success in managing a small-scale regenerative farm.

Glynwood seeks two apprentices to assist in all aspects of production for our 6 acres of vegetables marketed primarily through our CSA. The apprentice positions are eight months, beginning in mid-March and concluding in mid-November. One season of experience on a farm is required. Vegetable Apprentice compensation includes a private room in on-site, shared apprentice housing, a \$531 weekly stipend, and \$400 in a Healthcare Reimbursement Account.

Essential Job Duties:

- Greenhouse seeding and management
- Transplanting and direct seeding
- Integrated weed management: tractor cultivation, occulating, flame weeding, mulching, hoeing, and hand weeding.
- Harvesting, washing and packing
- Cover cropping
- High tunnel management, pruning and trellising
- Irrigation systems and management

- Pest and disease control
- Record keeping
- CSA distribution and management
- Compost-making, including skid steer training

Educational Opportunities:

- Train in:
 - Cover cropping
 - Soil science
 - Business planning
 - Tractor care and safety
 - Small engine care and safety
 - Mycorrhizal fungi and inoculation
 - Irrigation
 - Ecological monitoring
 - Pest and disease management
- Learn from dedicated mentors in all field work
- Attend more than 60 hours of educational and practical skills workshops
- Participate in skills assessment process to evaluate / improve skills
- Participate in Mid-Hudson Collaborative Regional Alliance for Farmer Training (CRAFT)

Competencies

- Basic competency with word processing, spreadsheet, and email/calendar software
- Ability to communicate clearly in English, verbally and in writing
- Ability to work with other Glynwood employees in a collegial manner
- 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 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.
- Glynwood is an Equal Opportunity Employer and strongly encourages diverse candidates to apply.