

THREE OAKS | MICHIGAN

GRANOR FARM

— CERTIFIED ORGANIC —

SEASONAL APPRENTICE

About Granor Farm

Founded in 2006 as a youth farm camp and vegetable farm, Granor Farm is rooted in Three Oaks, Michigan. Today, our certified organic operation spans approximately 75 acres, where we grow a diverse mix of vegetables, berries, herbs, flowers, and grains. Our Farm Store features the harvest alongside kitchen-made food and thoughtfully sourced products from other farmers and makers. Beyond the fields, our work includes educational programming, spirits distilled from our grains, and liqueurs infused with our own herbs, botanicals, and berries. We also host weekly greenhouse farm dinners that showcase our harvest and that of the surrounding farming community. Our produce is available through our on-farm store, a seasonal market-style CSA, and a select group of restaurant and retail partners.

Position Summary

We are seeking curious, proactive Seasonal Apprentices eager to gain hands-on experience across all facets of Granor Farm's operations. Designed as a true immersion apprenticeship, this role supports seasonal needs while building foundational skills for careers in agriculture, culinary arts, distilling, and farm-to-table retail. Rooted in Granor's educational founding mission, the apprenticeship is an investment in the next generation of farmers, chefs, distillers, and food systems leaders.

As a Seasonal Apprentice, you will be an integral member of the Granor team, with intentional training and scheduling that allows you to learn directly from leaders in every department. Over the course of the season, you will rotate through our seed-to-market-to-table operation, gaining exposure to organic growing practices; harvest and post-harvest handling; foundational culinary skills; customer-facing work in both retail and dining settings; farm merchandising and small-farm marketing; and an introduction to basic distillery practices.

Throughout the season, you will work closely with the Retail Manager & Coordinator, Distillery & Sales Manager, Chef, Dining General Manager, and Farm Manager, gaining a holistic understanding of how Granor Farm operates as an integrated agricultural and hospitality business.

Title, Days/Hours, Compensation, Benefits

Position Title:	Seasonal Apprentice (contract)
Reports to:	The department manager in which the shift is scheduled
Work Schedule:	Full-time, May–October (flexible start and end)
Customary Workdays:	Tuesday through Saturday, with Sunday availability required in July and August
Customary Work Hours:	8am–5pm or 4–11:30pm, subject to change depending on departmental shift and seasonal needs (30–40 hours/week over a 5-day workweek)
Compensation:	\$18/hour
Paid Time Off:	20 hours, must be scheduled at the beginning of the season
Paid Sick Leave:	36 hours
Other Benefits:	30% off Granor purchases, weekly farm produce

After completing a season with us, there is potential for year-round employment along with health insurance for the right candidate.

Agriculture

The Seasonal Apprentice supports day-to-day farm operations while gaining hands-on experience in organic vegetable production, harvest, and post-harvest handling. This role connects field work directly to retail, culinary, and wholesale outlets, emphasizing efficiency, quality, and care from harvest to customer.

Responsibilities:

- Support seeding, transplanting, weeding, irrigation, harvest, and general field work
- Assist with harvest and post-harvest handling, including harvesting, sorting, washing, and accurately recording produce
- Maintain cleanliness, organization, and food safety standards in long barn and wash/pack
- Pack and stock Granor produce and grains for retail sales
- Assist with the preparation, packing, and delivery of wholesale orders
- Perform general farm maintenance tasks, including weed whacking, mowing, and landscaping

Retail

Granor's retail outlets include a high-volume Farm Store, a market-style CSA, and wholesale customers. The Seasonal Apprentice supports daily operations while learning customer engagement, merchandising, inventory management, and small-farm sales strategies.

Responsibilities:

- Assist with Farm Store setup, breakdown, and daily operations
- Operate the Square POS system for customer transactions and inventory tracking
- Complete post-market sales recaps and share insights with the team
- Help plan product offerings; research and evaluate new regional products
- Maintain cleanliness, organization, and visual appeal of the Farm Store
- Provide welcoming, knowledgeable, and engaging customer service

Culinary

Granor's Kitchen supports weekly farm dinners, classes, and Farm Store offerings. This portion of the apprenticeship introduces foundational commercial kitchen and hospitality skills while deepening the connection between how food is grown, prepared, and shared with guests.

Responsibilities:

- Complete food safety training, including ServSafe certification
- Assist with food preparation, preservation, and processing for events and Farm Store
- Participate in weekly farm dinners, special events, and classes
- Support prep list development, kitchen organization, and workflow efficiency
- Contribute to basic recipe development and menu discussions
- Participate in event service, learning hospitality standards and direct guest engagement
- Receive training in beverage service, including wine and spirits
- Assist with pre-dinner farm tours, sharing the Granor story with guests
- Maintain cleanliness in the kitchen, including washing dishes, utensils, and kitchen equipment, and ensuring proper sanitation standards

Distilling

Granor's on-farm distillery extends the farm's seed-to-sip philosophy. The Seasonal Apprentice gains an introduction to distillation, product development, inventory management, and customer education around farm-based spirits.

Responsibilities:

- Assist with distillations throughout the season
- Learn spirit evaluation and tasting techniques, including barrel sampling
- Support product development, packaging, labeling, and distillery inventory organization
- Participate in distillery tours and customer-facing education
- Complete alcohol seller training and obtain Seller Certification
- Learn how farm-based spirits are marketed and communicate this to customers

Qualifications

- Interest in pursuing a career in agriculture, retail, culinary, or hospitality
- Minimum of one season of relevant experience, such as working on a vegetable farm, in a retail environment, or in a commercial kitchen or restaurant
- Personable and professional, able to communicate with customers and remain patient in challenging situations
- Passionate about produce, local foods, and farm-to-table systems
- Interest in merchandizing, sales strategy, and improving customer experience
- Comfortable working outdoors in all weather conditions
- Ability to lift 50 lbs regularly and stand for 8-10 hours
- Strong attention to detail and pace, with the ability to stay focused during repetitive tasks
- Flexible, positive, and a team mindset
- Must live within 30 miles of the farm and have reliable transportation

Orientation & Department Rotation

The season begins with an Apprentice Orientation designed to provide a strong foundation across the farm. During the first week, apprentices review farm and safety policies, tour facilities, receive equipment introductions, review the farm calendar, schedule time off, and clarify roles and expectations. Following this initial onboarding, apprentices rotate through departments in two-week blocks to learn core skills across the business. After the orientation and rotation period, apprentices will be scheduled for shifts in various departments based on business needs and apprentice interests, with ongoing feedback and evaluation throughout the season.

Weekly Hours (Typical Schedule):

Actual hours and departments may vary based on seasonal needs.

- **Tuesday–Wednesday:** 8:00am–4:00pm
Typically scheduled with the Field or Kitchen teams
- **Thursday–Saturday:** 8:00am–4:00pm or 4:00pm–11:30pm
Typically scheduled in Retail or Dining
- **Sunday:** 9:00am–3:00pm
Retail (Sunday availability required in July & August)

APPLY TODAY!

After reviewing the full job description, please submit your application to jobs@granorfarm.com with the following materials:

Email Subject line: Seasonal Apprentice Application, (Your Name)

Please include:

1. Responses to the questionnaire below
2. Your Resume
3. Three professional references with current phone numbers and/or email addresses

Qualified applicants will be contacted to schedule an interview.

Applicant Questionnaire:

1. What interests you about working at Granor Farm?
2. What previous farming, retail, culinary, and/or other relevant experience would you bring to this role?
3. What practical skills or personal goals do you hope to develop in this position?
4. Tell us something interesting about yourself! Hobbies, passions, talents, obsessions, etc...

Please note: Candidates who advance in the hiring process may be asked to participate in a half-to full-day paid working interview on the farm.