

THREE OAKS | MICHIGAN

GRANOR FARM

— CERTIFIED ORGANIC —

Seasonal Farm Crew

Founded in 2006 and located in Three Oaks, Michigan, Granor Farm is a certified organic farm that cultivates a wide range of vegetables, berries, herbs, flowers and grains on over four hundred acres. Our Farm Store features all that we grow along with kitchen made and regional foodstuffs. What we grow often becomes the ingredients for what we make. Our farming is complemented by an expanding educational programming, spirits distilled from our grains and in the future wines aromatized with our herbs, botanicals, and berries. Weekly farm dinners in the greenhouse that showcase our crops and those of the surrounding farming community. Our produce is sold through our on-farm store, seasonal market-style CSA program, and wholesale to local restaurants and grocery stores.

We are seeking a hardworking, efficient farm crew member who aspires to a career in agriculture and ideally has experience with vegetable production. Our seasonal farm crew team of 6-8 people produce over 200 varieties of certified organic vegetables, fruit, flowers, and herbs on about 4 acres including 4 hoopouses and 2 greenhouses. Over the course of the season, you will be exposed to all aspects of organic farming including: harvest and post-harvest techniques, transplanting, cultivation, customer service and sales. There is also the opportunity to experience other aspects of Granor Farm programming such as on-farm dining, children's farm camp, and organic grain production.

During your time at Granor Farm, you will work directly under our Agricultural Director, Johannah Frelier, and Farm & Field Manager, Joseph Garrett.

THE WORK SCHEDULE: May to September (flexible)

This is a seasonal, full-time position requiring 40-50 hours/week during Monday-Friday 7:00 AM-5:00 PM. There is a daily 1 hour paid lunch break from 12:00 PM-1:00 PM.

FARM RESPONSIBILITIES

- Harvesting, washing, and packing produce for retail and wholesale
- A wide variety of field tasks including greenhouse seeding, transplanting, hoeing, hand weeding, pruning, trellising, and bin washing
- General farm maintenance tasks including weed whacking, mowing, and watering
- Crew members are expected to maintain focus and mental engagement in the task at hand

- Occasional weekend chores may include care for hens, opening and closing hoopouses, and watering

FARM STORE RESPONSIBILITIES

Our markets include a busy Farm Store open Friday and Saturday, seasonal CSA program, and wholesale customers. Farm crew members are responsible for assisting with Farm Store operations, customer experience for CSA members, and wholesale deliveries.

- Prepare and pack produce for the Farm Store
- Set-up and break-down the Farm Store
- Use Square POS system for customer purchases
- Maintain cleanliness of the Farm Store, keep inventory stocked, and provide superior customer service

QUALIFICATIONS

- Must have experience with physical labor or intense outdoor activity
- Able to work in all types of weather (hot, rainy, and cold)
- Able to lift 50 lbs regularly and “be on your feet” for 8 consecutive hours
- Experience driving a riding mower (or willingness to learn)
- Able to stay focused throughout the day, keeping an efficient pace no matter the activity
- Able to interact with customers and work collaboratively with the farm team
- Flexibility and a can-do attitude
- Curiosity and a sense of humor
- Must reside within 40 miles of the farm and have access to reliable transportation
- Previous farming, retail, or culinary experience is a plus
- Experience driving a manual truck and tractor is a plus

Our seasonal farming opportunity is a hands-on working and learning experience. We accept people from all backgrounds who want to explore agriculture as a career option.

Orientation: During the first week we will conduct an orientation to go over farm and safety policies, along with the location and names of buildings and equipment. We will review the farm calendar, finalize any paid time off, and go over job responsibilities.

Evaluations: The first 90 days is a trial period to ensure crew/farm fit. At the end of this trial period, crew members will sit down with managers to discuss if expectations are being met for both sides. We will have an additional check in during the season to discuss workflow and expectations.

Daily Meetings: The farm crew convenes every morning at 7:00 AM to review the daily task list and make alterations due to the weather and other events.

COMPENSATION: \$15/hour, paid biweekly. This is a full-time, seasonal position. As a seasonal employee you are classified as an independent contractor and will need to fill out a W9 and pay your taxes on your own. We do not pay overtime and given the seasonal nature of this position, no insurance is provided.

BENEFITS: Eligibility for the following benefits assumes seasonal employment from May through September.

- 20 hours of paid time off. Must be pre-approved by managers and scheduled at the beginning of the season. Unused paid time off will be paid out at the end of the season.
- 20 hours of paid sick leave. When you're sick, please don't work. If health circumstances arise that cause you to miss more than this during the season, there will be a discussion as to whether the position is right for you at this time. Sick days that are not taken will go unpaid.
- 20% off all Granor purchases
- Weekly produce from the farm

For the right candidate, there may be shared off-farm housing available and the potential to grow into a year-round position.

PERSONNEL & GENERAL POLICIES

Safety Policies: We will review safety policies during orientation. All employees are required to follow safety policies at all times. Failure to do so may result in immediate dismissal.

Drugs and Alcohol: Drugs are not permitted on the farm property at any time. It is unacceptable to work while under the influence of alcohol or drugs. One infraction may be cause for immediate dismissal.

General Demeanor: It is expected that all employees be prompt, dressed appropriately for work, and professional in their attitude at work.

Tools and Work Clothes: The farm provides harvest knives and daily hand tools. They must be returned to the barn at the end of the day. Employees must provide any other desired tools or work clothes (pocket knives, rain boots, rain gear, hats, gloves).

APPLY TODAY!

After you have read this description in its entirety, please email jobs@granorfarm.com with:

1. Subject line: Seasonal Farm Crew Application, (Your Name)
2. Responses to the questionnaire below
3. Resume
4. Three references with current phone numbers and/or emails

If your qualifications meet our standards we will contact you to schedule an interview.

Questionnaire:

1. Why are you interested in Granor Farm?
2. What previous farming or other relevant experience are you bringing to this position?
3. What practical skills or personal goals do you hope to achieve with this position?
4. Do you have any prior injuries to back, knees, etc. that might limit your ability to do farm work? Do you have any allergies or physical limitations that might affect your ability to do farm work in a rural setting?
5. Please tell us something interesting about yourself (hobbies, obsessions, talents, etc.)

If you are considered for the position, we may require a half to full day working interview on the farm.