



Job Description for Growers

Classification – Non-exempt (hourly)

Salary Range - \$7.25 - \$10/hour

Reports to – Farm Manager

Summary/Objective

Our Growers work with a team of Growers, the Farm Manager, and Crew Leaders to maintain farm operations at A Farm Less Ordinary, including the care of plants from seedlings to harvest. Work may include maintenance of farm equipment, animal care, and shifts at the farmer's market. Our Growers have a variety of developmental and intellectual disabilities.

Essential Functions

- Start and care for seeds and plants in the greenhouse
- Plant seedlings outdoors in varying weather conditions
- Weed and landscape (may include use of lawnmower and weed whacker, depending on employee's skills and comfort level)
- Harvest vegetables in varying weather conditions
- Help make value-added products (e.g., pickles, pesto, jam) on the farm or in a commercial kitchen
- Clean and prepare vegetables for sale and delivery
- Farm Maintenance (including clean-up of everyday farm tools as well as a few big clean-up events each year)
- Animal Care for Chickens and Goats (optional, depending on employee's interest)
- Sell our produce and products at a weekly weeknight farmers' market (optional, depending on employee's interest and availability)
- Participate in small-scale construction projects (optional, depending on employee's interest and abilities)
- Willingness to work in variable weather conditions and in the dirt

Competencies

- Ability to work with a team
- Ability to take and follow directions, with extra support as needed

Work Environment

While performing the duties of this job, the employee is regularly exposed to outdoor weather conditions, such as rain and varying temperatures. The noise level in the work environment is usually moderate.

Growers work in small groups, perform different tasks each work day and may work with other growers who have various disabilities.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to have full range of mobility in upper and lower body; be able to reach overhead; be able to work in various positions, including stooping, standing, bending over, sitting, kneeling and squatting for extended periods of time; be able to lift, pull and push materials and equipment to complete assigned job tasks; and be able to lift 30 pounds of weight throughout the assigned workday.

Physical stamina to work 2-3 hours without requiring a break.

Position Type/Expected Hours of Work

This is an hourly (part-time) position. Typical days and hours of work are Monday through Friday, 9 a.m. to 3 p.m. *We ask that Growers begin work at 9am on their pre-scheduled workdays, and come to an agreement with the Farm Manager about their end time, based on each Grower's abilities and stamina. We understand that most Growers will only work 2-3 days a week at most.*

Growers are expected to work their shifts as assigned, taking responsibility for arriving at work on time and ready to work.

Required Experience

No prior experience or training required. Previous experience working in gardens or farms is a plus.

PLEASE EMAIL COMPLETED JOB APPLICATION TO INFO@AFARMLESSORDINARY.ORG, AND WE WILL SET UP A TIME FOR A JOB INTERVIEW.