



Position Title: Farm Crew Member

Location: Groveport, OH

Reports to: Farm owners

Supervises: N/A

Base Compensation: \$15-18/hr depending on experience

Hours & Duration: This is a full-time, seasonal position. Start and end dates will be determined during the hiring process, projected to begin in April and extend to late November. *College students: We may be able to accommodate start/end dates to align with the start of classes.*

About Three Creeks Produce

Three Creeks Produce is a diversified farm near Columbus, Ohio that grows certified organic vegetables, herbs, and fruit. We serve customers that include Columbus-area restaurants, institutions, specialty grocers, and a multi-season CSA.

About Our Team

The two founders of Three Creeks Produce are first-generation farmers dedicated to organic and sustainable agriculture, ecological stewardship, and supporting individuals in building successful and sustainable livelihoods in agriculture. They work alongside a seasonal crew consisting of five full-time and several part-time crew members.

Job Description

The success of our farm hinges on the flexibility of its Farm Crew Members. Individuals in this role participate fully and collaboratively in all day-to-day operations of the farm (planting, weeding, harvesting, processing, packing, etc.). While versatility is a key part of this position, there are opportunities to develop and/or apply previous knowledge and experience through designated areas of responsibility throughout the farm (see note about Lead Roles, below).

We expect this position to average 40 hours a week, though natural fluctuations based on weather and production may occur. Seasonal full-time positions offer 40 hours of paid time off, a weekly share of produce, and a \$150 stipend for personal gear.

Duties of a Farm Crew Member include, but are not limited to:

- Participating in field and bed preparation
- Efficiently harvesting, washing, and packaging vegetables for sale or for CSA
- Accurately seeding and transplanting crops
- Cultivating crops with a variety of hand tools and small equipment
- Establishing and maintaining trellising systems
- General farm upkeep, maintenance, and improvement of farm property, facilities, and equipment
- Adhering to established farm standards for quality, efficiency, and food safety

- Documenting activities accurately and consistently using the farm's recordkeeping platforms

Minimum Position Qualifications

- Two years/seasons of relevant professional experience. *While commercial vegetable production experience is preferred, relevant experience could include: production experience in a greenhouse or nursery; commercial floral production; landscaping/groundskeeping; forestry; food service or hospitality; produce handling in a grocery setting; livestock farm or dairy; warehouse operations; tradeswork*
- English proficiency

Required Knowledge, Skills, & Abilities

- Ability to safely conduct physically demanding work for extended periods, and in all weather conditions
 - Lift and carry 50+ lbs safely and repeatedly
 - Bend, stoop, kneel, squat, and reach overhead
 - Handle small and sharp objects or tools
 - Perform repeated physical motions (i.e. harvesting and bunching greens)
 - Sustain standing, walking, and moving for the majority of a standard work shift (up to 8 hours)
- Ability to maintain positive relationships and carry out work in a team environment
- Experience (or ability to learn) operating standard-transmission vehicles
- Effective and clear verbal communication
- Comfort utilizing electronic applications for task management and databases
- Possess a working knowledge of basic plant anatomy and identification
- Willingness to learn and adhere to safety regulations and best practices

Lead Roles

The diversity and scale of a farm like ours does not support positions entirely devoted to one area of focus. Instead, we apply and develop the unique strengths of our team by designating "Lead Roles" amongst the crew, where an individual works to become the point person on a particular area of responsibility. A crew member can express their interest or agree to be assigned to an open lead role(s). Examples include:

- Greenhouse/nursery care
- Grounds maintenance
- Routine pest scouting and management
- Harvest recordkeeping and quality control
- Irrigation
- CSA administration and customer support
- Social media and digital marketing
- Sanitation
- Care of intensive high-tunnel crops (tomatoes, cucumbers)
- Tractor operation, maintenance, and repair