



Job Title: Field Crew
Reports to: Farm Manager
Hours: 20-40 hrs/wk June - September
Position Period: June 3rd - September 30th
Classification: Hourly

Farm Overview

Newton Community Farm is a 2.25 acre intensive market garden, including two moveable high tunnels, one smaller high tunnel, and two propagation greenhouses. We utilize both tillage and no-till practices.

Our markets include an 80-share Summer CSA, 40-share Late Fall CSA, Fruit Share, Flower Share, farm stand, weekly farmers' market, and weekly food donations. In the spring we hold a seedling sale during which approximately 30,000 seedlings are grown and sold to the public. The farm is incorporated as a 501c3 educational non-profit and offers educational programming and public events.

Our goal is to farm in a way that is sustainable not only for the land but also for our workers. Our work week is Tuesday-Saturday from 7:30 or 8am to 4pm.

Job Summary

Our field crew works closely with the Farm Manager, Assistant Farm Manager, and Assistant Grower in all aspects of farm operations. The field crew position requires excellent people skills and attention to detail while working in a fast-paced environment. Field crew should be able to work independently and with limited supervision. Openness to learning new skills and techniques is essential and works both ways: we encourage our crew to share their skills and past experiences here at NCF. This is a physically demanding job requiring the ability to lift, bend, squat, kneel, etc., and do so in all weather conditions.

We are looking for two field crew members to join us for the 2025 season. We have some flexibility with the number of hours (between 20 and 40 hrs/week) and start and end dates. If you are not sure if the schedule is a good fit for you, please reach out to us to see if we can find a schedule that works.

Compensation

\$16-18/hr depending on experience, plus a \$100 gear stipend. Staff can take home vegetables from the farm and have the option to purchase bought produce or fruit at cost. Staff receive a paid lunch hour. Sick leave in accordance with the State of Massachusetts. Option to participate in a 401k program.

Newton Community Farm is an equal opportunity employer.

Responsibilities

Report to the Farm Manager or Assistant Farm Manager at the start of every shift. Assist with the day's work which may include:

- harvesting, washing, sorting and packing produce
- transplanting by hand or using paperpot transplanter
- cultivation/weeding either by hand or using hand tools/hoes
- moving mulch or compost with wheelbarrows
- tarping or removing tarps
- cleaning spaces (e.g., propagation house or CSA distribution area)
- other tasks as required to operate the farm

Field crew are expected to participate in regular work meetings and should seek to ask clarifying questions so that tasks can be accomplished to farm standards. All farm staff should seek to promote a welcoming and open environment for visitors and volunteers and should strive to maintain farm cleanliness and organization.

What we're looking for

Some experience with farming or doing other outdoor work is required.

- Able to work quickly while doing high quality, detailed work like bunching, picking, seeding, weeding
- Able to lift and carry up to 40 lbs repeatedly
- Willing to work outdoors in all weather conditions
- Good communication skills
- Able to receive and incorporate constructive feedback
- Ability to provide constructive feedback
- Ability to work independently
- Willingness to take on leadership role with small groups
- Interest in farming and agriculture

How to Apply and Application Deadline

Email farmer@newtoncommunityfarm.org with a letter of interest and resume (references may be requested). Applications are accepted on a rolling basis.