

Job Title: Market Lead Farm-hand

Reports to: Production Manager

Status: Hourly, overtime-exempt

Schedule: Seasonal full-time or seasonal part-time

Full-time: Approximately 35-45 hours/week May to November with possibility of extension/year-round work

Part-time: Approximately 20-30 hours/week May to November (2 x 8-10hr markets/week)

Start date: Early to mid-May 2024

Location: Krestova, BC (main), Nelson Wednesdays & Castlegar Saturdays (markets), Shoreacres, BC (secondary sites)

Compensation: \$18.00-\$22.00/hour, in line with experience and qualifications

Benefits: Outlined below

About LLF

Linden Lane Farms is a certified organic market garden farm and nursery located at the southern end of the Slocan Valley in British Columbia. Established in 2012, the farm currently grows approximately 9 acres of vegetables, small fruits, plants and flowers across three locations. The main farm site and greenhouses is located in Krestova, with two additional farm leases in Shoreacres. The farm supports customers from Nelson, Castlegar and surrounding communities through the on-site farm stand, three weekly farmers markets, and wholesale distribution channels. LLF takes pride in utilizing a blend of modern and traditional practices to focus on soil health and agronomy to make healthy growing and eating easier for the community.

Linden Lane is owned and operated by Matthew Carr, with day-to-day operations overseen by a team of experienced managers and leads. The team consists of 5 to 14 employees, depending on the time of the season, who are interested in agriculture and local food production!

Position Summary

The Market Lead Farm-hand is the important connection between the farm and its customers. They are vital to the operation by carrying out the day-to-day tasks needed to allow customer to purchase our products. The market Lead will report to the Production Manager, but will also communicate with the Harvest Supervisor. This position is responsible for delivering products to market, setting up displays, customer service, distributing CSA boxes and maintaining market supplies and records. We are offering this position as a full-time or part-time position. If a candidate would like full-time employment, time will be split between working at the markets and as a Farm-hand on the farm, with priority to market-related activities. If the candidate would prefer part-time employment, the candidate will be responsible for attending markets and maintaining market supplies and records. While we do our best to be ergonomic, farm work still involves long hours spent standing, bending, squatting and kneeling in all weather conditions while carrying out repetitive tasks. This is a rewarding outdoor job to engage with your community, learn new production practices and develop management skills. This Market Lead position is essential for production; the candidate must commit to a full season of employment.

The successful candidate will have a keen interest in farming and preferably have customer service/sales experience and some on-farm or food handling work experience. You are a self-motivated, results-oriented person with a positive attitude who can effectively communicate and work comfortably in a fast-paced farm environment. You enjoy being outside, working as part of a team and performing a variety of farm-related tasks.

Job Duties

Tasks include but are not limited to:

- **Market Work:** Transportation and display of products, customer service, point-of-sale system, maintaining market materials, record keeping, cash management
- **Production Work:** Seeding, transplanting, weeding and crop care (irrigation, pruning, trellising, etc.) using tools, small equipment and by hand
- **Harvest & Pack Shed Work:** Harvesting efficiently, safely and consistently, rinsing, bunching and packaging products, cleaning and sanitizing harvest containers and tools
- Adhering to farm protocols and policies, which include food safety, farm safety, organic certification, and animal welfare standards
- Communicating with manager and supervisors daily regarding work needs
- Attending farmer's markets when needed
- Other farm duties as required

Preferred Qualifications

- 1+ years of experience in customer service or sales, food handling, or agriculture preferably in vegetable production
- Physically fit; able to stand and bend for long periods of time, lift items up to 20kg
- Strong work ethic and positive attitude throughout long days of physical, repetitive work in all weather conditions
- Able to take direction, learn quickly, ask for help and clarity as needed, and accept and act on constructive feedback
- Ability to work well in both a group setting and independently
- Takes initiative and pays attention to detail and quality
- Able to work in all weather conditions (rain, sun, or snow)
- Flexible; able to adapt to shifting priorities and conditions and help out where needed including extended hours and weekend/holiday work
- Valid class 5 driver's license with clean driving records required (will be added to commercial vehicle insurance)
- Basic English language required

Additional Details

- Possibility of extended time off from November - April if desired
- Tuesday to Saturday schedule with occasional work on Sundays/Mondays if needed.
- Market days (Wednesdays and Saturdays) are 8-10 hours and start at 6am for loading at farm. Markets are open either 9am-1pm or 10am-2pm. Need to be available during paid lunch break.
- Typical 8-hour day starts at 7:00am-4:30pm with occasionally longer days: start time may shift earlier or later depending on weather and other factors. Standard 30-min unpaid lunch break.
- 3-month standard probationary period for new employees
- This is a permanent, ongoing position; priority will be given to candidates who are interested in full-time employment as well as growing with our farm in the coming years.

Benefits

- Vacation pay (4%) included each pay period
- Access to free farm produce "seconds" and 15% staff discounts on farm stand/market products
- Access to farm library resources and ongoing training and professional development
- Fuel reimbursement for reasonable travel between site locations in personal vehicles when required
- Opportunities for advancement/increased responsibilities in future seasons
- Option for extended health benefits package, including medical, dental and vision coverage (full-time only)

To Apply

Please email job package (cover letter and resume) to info@lindenlanefarms.ca with "Position title: Your Name" in subject. Include in your cover letter; your passion for agriculture, what you are hoping to learn/achieve and how you fit this position. Please include contact details for at least two professional references, (they will not be contacted without your permission). *If you are interested in other open positions, please submit one application and indicate interested positions in your email.*

Applications will be reviewed as they're received, so we encourage interested applicants to apply as soon as possible.

Positions remain open until filled. All qualified individuals are encouraged to apply.

While we invite all applications, only those selected for an interview may be contacted.