



Organic Farm Level 1 Apprentice, 2012 Season
Seasonal position, 26 weeks, between early March and late October
Temporary, Full Time, Non-Exempt
Revised 12/5/2011

Responsible To:
Farm Manager

Organization Description:

Crown Point Ecology Center (CPEC) is green space that matters – a biologically diverse living laboratory that serves to demonstrate practical applications of ecology. The 115-acre property in northeast Ohio (10 miles northwest of Akron, and 25 miles south of Cleveland) is a regional model for sustainable agriculture and environmental education. CPEC believes that ecological land stewardship encourages structural and social change through local food production, positive impacts on the environment, health of all citizens, and local economic development. Learn more and see pictures at www.crownpt.org.

Position Summary:

In the 2012 season, the farm crew will consist of the farm manager, field/harvest coordinator, one Level 2 Apprentice, and three Level 1 Apprentices. The Level I Apprentices will work with experienced farm staff in growing, maintaining and harvesting produce on Crown Point's eight-acre vegetable farm, which serves a 175-share CSA, the Akron-Canton Food Bank, and other accounts. Level 1 Apprentices can expect to gain the basic skills necessary for eventually managing their own organic vegetable farms. In turn, apprentices are expected to work hard for the benefit of the Crown Point farm.

A strong work ethic, a sense of working quickly and efficiently, and a good sense of humor are *essential* for this position. Apprentices must be able to withstand challenging weather conditions; do repetitive, tedious tasks; and be able to “go with the flow,” as plans often change quickly in farming. Good teamwork skills are also essential, including good communication skills and the ability to stay calm, professional, and focused in a fast-paced, sometimes stressful environment.

People with a demonstrated interest in eventually making a career out of farming are especially encouraged to apply. Candidates must be able to commit to 26 consecutive weeks between early March and late October.

Essential Duties and Learning Objectives:

Other responsibilities may be assigned as necessary.

- Field work
 - Uses tractors and hand tools to till, plant, cultivate, irrigate, apply nutrient and pest management measures, and harvest production areas. Tends greenhouses, cares for farm equipment, tools and supplies. Cleans/organizes work areas. Maintains safe working and safe food environment.
- Harvests and Sales
 - Harvests, washes and packs crops for distribution to all accounts.
 - Keeps records of produce distributed through each avenue.
 - Assists with Crown Point's annual spring plant sale production and sales.
- Education, Management and Outreach

- Participates in Apprentice educational activities, including instruction in tractor operation and maintenance, working visits to other farms, completing special projects, field walks, and more.
- Trains, supervises and directs CSA sharers and volunteers on farm tasks.
- Orients and educates CSA sharers on informal basis.

Required Minimum Qualifications:

Education

- High School diploma or equivalent required. College degree or equivalent in a relevant field helpful.

Experience

- One growing season of experience with organic vegetable farming preferred. *Some experience (paid, volunteer, or hobby) doing outdoor, physical work (e.g. gardening, landscaping, carpentry, outdoor-based camp counselor, etc.) is required.*
- Experience with farm equipment and machinery helpful.
- CSA or Farmers' Market experience helpful.
- Experience cooking/eating/preserving diverse fresh vegetables helpful.

Skills

- Listens carefully and follows directions. Communicates clearly and effectively, and asks questions when clarity is needed.
- Multi-tasks and works efficiently. Delegates tasks and supervises others in a professional, courteous manner in what is usually a fast-paced and sometimes stressful environment.
- Helps create a community-focused environment that supports the Crown Point mission and its guiding principles, and promotes a positive, healthy work environment for all farm and CPEC staff.
- Maintains a valid driver's license.

Working Conditions/Physical Requirements:

- Flexible hours based on the weather, season, and requirements of activities. Approximate hours during the busy time of the season will be 9 to 11 hour days, Monday through Friday, and either Saturdays or Sundays for half days in the morning.
- Work requires physical exertion and activities such as stooping, bending, lifting and pushing/pulling heavy equipment. All apprentices must be able to lift and carry 50 pounds.
- Farm work goes on, even when it is cold, wet, windy, hot, etc. Apprentices must dress appropriately and be ready to work under challenging weather conditions.
- Farming is not without risk. Slip and fall accidents, back injury, equipment-based injuries, etc. can happen. Apprentices are encouraged to get their own health insurance.

Benefits:

- \$250/week, paid on the 15th and 30th each month, for 26 weeks.
- Produce from the farm
- Occasional attendance to farm-based workshops and farm visits.
- Workers' compensation.
- Three paid vacation days, plus two paid floating holidays.
- Rustic housing for two apprentices may be available on farm.

To Apply:

Please email or snail mail the following materials to Amy Cook, Farm Manager, at
amy@crownpnt.org
 Crown Point Ecology Center
 3220 Ira Road
 P.O. Box 484
 Bath, OH 44210

- Detailed résumé *that highlights your qualifications* for the Level 1 Apprentice position.
- Cover letter that explains why you are interested in the position, and why at Crown Point particularly. Please also include the earliest date at which you would be able to start in the spring, and the latest date until which you could work in the fall.
- Telephone number(s) and email addresses of three references, of which at least one MUST be a former or current employer/supervisor. Please include a short description of how you know this person (Supervisor from Acme Landscapers, etc.).

Upon review of the application materials, the farm manager will contact the top candidates to schedule a 2-3 hour working visit and interview, in which candidates can see the farm, work with the farm staff, and both candidates and farm staff can determine whether it would be a good fit. Depending on scheduling, the working visit and interview may have to take place on different days. If you are applying from a distance and are unable to do a working visit, please let Amy know when you send your application materials.

Crown Point will accept applications and schedule working visits/interviews on a rolling basis until February 3, 2012, or until the three open positions are filled.

Questions? Email Amy at amy@crownpnt.org. Thank you for your interest in Crown Point!