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## Green Earth Harvest Apprentice

### Overview:

Green Earth Harvest, a program of The Conservation Foundation, is an organic vegetable farm located in suburban Naperville. We proudly supply over 100 families with organic vegetables through a weekly farm share. In addition, we sell our vegetables at a twice-weekly farmstand throughout that growing season and are working towards the eventual goal of year-round fresh vegetable production. We also sell seedlings at our large annual plant sale in May. We are committed to training the next generation of farmers in sustainable agriculture.

The best way to really learn how to farm is by working on a farm. This position is designed to give candidates hands-on experience working in all facets of farming, whether it's weeding a bed of carrots, driving a tractor, watering a greenhouse, or managing a harvest. Farming requires lots of different skills that would be difficult or impossible to learn without first hand experience, and our position provides a full season on a working farm to evaluate the possibility of a career in farming.

**Reports to:** Jason Halm, Farm Manager

**Schedule & Job Location:** The farm is located at 1555 Knoch Knolls in Naperville, Illinois.

Our work schedule is generally 8 AM to 4 PM, Monday through Friday, with a half hour break for lunch. We may, occasionally, work past 4 PM to finish highly weather-dependent work. Tuesday and Fridays are our farmshare pickup days. These, along with our weekend watering schedule and our farmstand will be worked on a rotating schedule. The seasonal crew member should expect to work one out of every six weekends, and have the opportunity but not the obligation to work additional Saturday farmstands occasionally.

The position will begin in the first half of April and conclude on November 1st. This is a seasonal position. Seasonal crew members should, and often do, consider coming back for a second year.

### Position Description:

This is a very hands-on job. The workload will be very diverse, although a few hours of weeding or seeding may convince you otherwise. Days may include a few hours of seeding, watering seedlings, planting seedlings in the field, trellising tomatoes, and then weeding another crop before you head home for the day. Some days the workload will be just one or two tasks, while others will be a litany of smaller and more diverse jobs. This position is designed to be more than just grunt work, but farming is fundamentally field work and candidates as well as all returning farm staff should show up physically ready to work in the spring.



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The Farm Manager and Assistant Farm Manager will work directly with the seasonal crew member to provide training and oversight so they know how to do all work required and know when to ask questions for further clarification. Seasonal crew members will also receive a farm orientation and become familiar with the broader organization and spend time throughout the season to become familiar with the buildings, equipment, people, and processes specific to Green Earth Harvest, as appropriate. Seasonal crew members will have an entry, mid-season, and exit formal interview with the Farm Manager, and will continuously receive informal feedback throughout the season. We also greatly value feedback we receive from seasonal employees, from starting seeds all the way through to sales.

We often refer to seasonal crew members as apprentices, knowing that while we have an obligation to our production goals, many seasonal crew members join us for the season in order to further their skills, education, and experience in pursuit of a career in farming, and we do seek to educate as we work alongside one another.

Our crew works well together, and we pride ourselves on our farm work culture. We will have three to four seasonal crew members this season and three to four returning staff. Farming, particularly on this farm, is not a solo enterprise and the seasonal crew member will be expected to work productively and respectfully with others. Our goal is to meet our production goals for the season and grow as individuals and as a team throughout the year, but respect for oneself and one another and a safe working environment are the prerequisites to those goals. These prerequisites are nonnegotiable and all employees are expected to uphold them at all times.

Tasks may include, but will not be limited to:

Greenhouse work: seeding, watering, transplanting, monitoring seedlings

Field work: planting, seeding, weeding, trellising, setting up row covers, fertilizing, and field prep

Harvesting: harvesting, washing, sorting and storing produce, maintaining harvest records

Working with customers: working farm share pickup, the farmstand

### *Pay + Benefits:*

This position pays \_\_\_\_\_ hour. In addition, seasonal crew members are entitled to three paid holidays: Memorial Day, July Fourth, and Labor Day, two and a half sick days, and one week of paid time off in accordance with The Conservation Foundation's HR policies. Seasonal crew members are also, after their first \_\_\_\_\_ days of employment, eligible for an employer match of \_\_\_\_\_ of their \_\_\_\_\_ contributions, up to \_\_\_\_\_ of wages. Seasonal crew members are highly encouraged to bring the vegetables and produce they grow home throughout the season.



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Please send a resume, note of interest, and 2-3 professional references to:  
Jason Halm, Farm Manager, Green Earth Harvest, a program of The Conservation Foundation  
[jhalm@theconservationfoundation.org](mailto:jhalm@theconservationfoundation.org)

Applicants will be considered on a rolling basis until all positions are filled; please contact us with any questions and to apply.

