URBAN HARVEST STL: Position Description

FARMER

Urban Harvest STL builds community around inclusive and resilient local food systems. We believe all members of our community should have equitable access to fresh, healthy food regardless of socioeconomic status, race, or location and the ability to grow it, if they desire. We grow healthy food and community in St. Louis through urban agriculture, environmental sustainability and public programming. We manage a network of urban farms and donate the majority of food we grow to communities in need through partnerships with other nonprofits to improve fresh food access for St. Louisans impacted by food insecurity.

Position
The Farmer will be responsible for daily farm operations of the Rung for Women Farm. The Farmer is directly accountable to and will work in close partnership with the Farm Manager and with the St. Louis community. This position should be an advocate of Urban Harvest STL and support day-to-day operations to build a strong connection between the farm and the local community.

Position requires 25 hours/week (mid-February through October); schedule of work will be 5 days per week during the peak growing season, with a set schedule that will include some evenings and weekends. This is a part-time seasonal position, with some off season hours available (15 hours per week January to mid February). Compensation is $16/hour and includes a $175 monthly healthcare reimbursement, paid wellness days, holidays and vacation. Use of a personal vehicle may be necessary, with reimbursement for mileage.

Responsibilities

Collaborative and Independent Work:
- Work collaboratively with the farm manager and other staff as well as independently to ensure the farm is thriving as much as possible.
- Participate in recurring meetings with the Rung farm team, Urban Harvest Staff, and Rung for Women staff to stay up-to-date and be able to work collaboratively.
- Engage in independent work, carrying out the tasks that are mapped out at the beginning of each week.

Production:
- Utilize organic no-till farming methods such as cover cropping, composting/vermicomposting and crop rotation
- Properly harvest and handle produce in according to the food safety guidelines
- Address pest and disease management using organic methods
- Modify and expand irrigation systems as needed
- Cultivate seedlings and microgreens in the greenhouse
● Nurture edible and pollinator-attracting plants in a variety of settings including greenhouse, farm rows, raised beds, a food forest, and planters
● Ensure that farm site, greenhouse, and storage areas are maintained and well-kept

Planning & Record Keeping:
● Participate in regular meetings with the Rung farm staff to establish weekly priorities, task assignments, harvest strategies, volunteer tasks, farm observations, staff insights and feedback, etc.
● Follow a weekly work log to plan and record details of field work accomplished
● Keep accurate records of harvest, donation and distribution
● Maintain an inventory of seeds and other supplies

Education & Community Engagement:
● Model and foster a cooperative, enthusiastic, and hands-on work environment
● Uphold a positive and engaged work style, and an ethical, respectful, and inclusive organizational culture
● Supervise interns, Rung members, and regular and periodic volunteers on daily farm tasks

Qualifications & Skills
● Organic vegetable farming or gardening experience required
● Experience with farm tools, such as a broad fork, wire weeder, stirrup hoe, wheel hoe, 3 tine cultivator, single tine cultivator, pump sprayer, hand pruner, trowel, spade, rake, flex tine weeder, digging fork, and mulch fork preferred
● Understanding of no-till vegetable production methods preferred
● Ability to lift and carry 50 lbs and do physical labor outdoors for extended periods of time
● Comfortable working in proximity to insects and other wildlife that exists in an organic growing environment and willingness to work in year-round St. Louis outdoor weather conditions
● Ability to work independently as well as collaborate with diverse groups of people and stakeholders while contributing to the team effort
● An action-oriented, creative, and adaptable personality with a passion for urban agriculture, health and community development that excels in a dynamic and innovative environment
● Strong attention to detail and organizational skills with the ability to work quickly, accurately, and efficiently, asking questions whenever necessary
● Facilitation of volunteer groups of 5-20 people preferred
● Working knowledge of Microsoft Excel, Google Drive and databases
● Must be willing to use personal cell phone
● Must have own transportation to and from Rung and other possible meetings
To apply, please send a cover letter and resume to: careers@urbanharveststl.org. Applications will be accepted until the position is filled. Priority start date is February 15th, 2023.

**Equity and Anti-Discrimination Policy**
Urban Harvest STL does not discriminate on the basis of race, color, national origin, religion, gender, sexual orientation, age, disability, military status, or marital status in any of its activities or operations. This policy applies to hiring and firing of staff, selection of volunteers, and provision of services. We are committed to creating a welcoming environment on our farms for all community participants, visitors, partners, employees, and board members. We acknowledge that intersecting structures in our food system marginalize, oppress, and exploit Black, Indigenous and People of Color (BIPOC). We also acknowledge that BIPOC growers have shaped agriculture as we know it today, while their crucial contributions have gone largely unrecognized. By centering racial equity, we commit to working toward a just food system in all aspects of our work. We expect that staff members will advocate for our core value of equity in all aspects of their stewardship of our organization’s mission and goals.