



# OAK SPRING

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GARDEN FOUNDATION

1776 Loughborough Lane  
Upperville, Virginia 20184  
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[osgf.org](http://osgf.org)

## Sustainable Agriculture and Land Management Apprenticeship

### POSITION DESCRIPTION

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Oak Spring Garden Foundation is now accepting applications for our one-year 2020 - 2021 Sustainable Agriculture and Land Management Apprenticeship. During the growing season — Summer until November (2020) and April to November (2021) — the selected apprentice will work at the Oak Spring Garden Foundation's Biocultural Conservation Farm (BCCF) to assist with the production of vegetables to be used on site and to be donated to local food banks. During the winter, the apprentice will work with the Foundation's Arboriculture, Conservation and Landscape (ACL) team to assist with a variety of land management and conservation projects. These projects and activities may include, but are not limited to, planting trees, assisting with tree pruning, mowing, maintaining fences and managing invasive species. This position is ideally suited to recent college or high school graduates with a passion for plants, gardens and landscapes who are looking to gain hands-on experiencing in farming and land management practices before pursuing further education or full-time employment.

Schedule:	Full-time (40 hours/week) beginning summer 2020, and ending November 2021
Location:	Upperville, VA; The Oak Spring estate is located in rural northern Virginia, 15 minutes from the nearest town. On site accommodation in shared housing available, if necessary.
To Apply:	We will begin reviewing applications in July and will continue until the position is filled. To apply, please email a resume and cover letter to <a href="mailto:hr@osgf.org">hr@osgf.org</a> with the subject line "SALM Apprenticeship"

### ABOUT THE OAK SPRING GARDEN FOUNDATION

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Oak Spring estate is located close to Upperville in the Virginia Piedmont, between the Blue Ridge and Bull Run mountains. The foundation's mission is to support fresh thinking and bold action on the history and future of plants, including the culture of gardens, and landscapes and the importance of plants for human well-being.

Our Biocultural Conservation Farm (BCCF) and Arboriculture, Conservation and Landscape (ACL) Teams play an important role in fulfilling this mission. Established in 2019, the Biocultural Conservation Farm's current objectives are rooted in food production, conservation and education. Given the current COVID-19 crisis, the primary goal of the BCCF in the short term is to grow and produce food for local food banks and organizations tackling regional food insecurity.

At Oak Spring, the ACL team works to manage and maintain our 700-acre estate in an environmentally conscious manner so as to provide habitat for diverse plants and animals. We seek to actively manage the land to exemplify sustainable practices, promote biodiversity, and provide opportunities for the people who engage with us to learn about horticulture, and arboriculture. Since 2016, we have reforested 15 acres, planted over 10,000 trees and shrubs, restored 12 acres of abandoned horse pasture to native grassland ecosystems, removed invasive species from over 50 acres, decreased our regularly hayed and mowed acreage by over 50%, and have installed over 20 birdhouses, while setting aside over 100 acres of grassland for nesting birds.

## **RESPONSIBILITIES**

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Start date (dependent on COVID-19) to November, 2020 + April to November, 2021: Work closely with the Biocultural Conservation Farm (BCCF) Farm Manager and team in all farm-related responsibilities, to include:

- Proper care, treatment and ongoing maintenance of the production fields, production greenhouse, seed-saving garden, cold frames, appropriate trees and open spaces.
- Maintaining the production fields including watering, planting, weeding, pruning, deadheading, mulching and propagation of cultivated species.
- Plant, weed, harvest, wash, weigh, and deliver fruits and vegetables as needed.
- Exercising proper techniques in harvesting, washing and packing of produce.
- Maintaining a clean and safe workspace within the BCCF Pack House (outdoor wash station, packing room and walk-in cooler), as well as the greenhouses. Maintenance to include: sweeping, mopping, power-washing floor, cleaning tabletop surfaces, cleaning harvesting bins, sanitizing sinks, etc.)
- Assist with the implementation of the BCCF seed-saving garden to include heirloom food crops characteristic of this region.
- Willingness to learn the use of “heavy” equipment and exercise safety precautions when using. Equipment may include: a BCS walk-behind tractor, pick-up trucks, rototillers, weed-eaters, a Michigan Front-Loader, leaf blowers, etc.
- Assist in sharing photography and BCCF updates with our communication team.
- Other projects as assigned by the Bio-Cultural Conservation Farm Manager.

November, 2020 to April, 2021: Work closely with the Head of Arboriculture, Conservation and Landscape Team in all landscape related activities, to include:

- Assisting with pruning trees, caring for the hundreds of fruit trees around the Oak Spring property.
- Managing invasive species in some of Oak Spring’s native meadow areas and woodlands.
- Planting various native species in select areas of the property.
- Assisting with tree plantings and reforestation projects
- Maintenance around Oak Spring’s wetlands and aquatic features
- Removing and in some instances replacing board fencing around the property.
- Helping to maintain Oak Spring’s 10-mile system of walking trails
- Other tasks assigned by the Head of the ACL team

## QUALIFICATIONS

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- Demonstrated interest agriculture or conservation – skills as a naturalist an advantage.
- Ability to meet physical requirements of working outside, in varied weather conditions (including extreme heat and cold) in a working farm setting.
- Capacity to operate machinery.
- Ability to do repetitive tasks (e.g., weeding, mulching, etc.)
- Ability to work independently and also as a part of a team.
- Excellent time-management, communication and organizational skills.
- Dependable and collaborative team player.
- Must have physical stamina to participate in rigorous outdoor activities.
- Ability to exhibit safe and responsible conduct in outdoor environments.
- Willingness to adhere closely to COVID-19 working practices.
- Ability to lift at least 50 pounds.

## TO APPLY

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To be considered for this apprenticeship, please email a resume and cover letter to [hr@osgf.org](mailto:hr@osgf.org) with the subject line “SALM Apprenticeship”. We will begin reviewing applications on Monday July 13<sup>th</sup> and will continue until the position is filled.

We hope that the chosen applicant will be able to begin work as soon as possible. Given the uncertainty surrounding the COVID-19 pandemic, we will be in touch to find a suitable start date once the candidates have been selected.