



Belle Bean Services dba
Hedlin's Family Farm
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Job Title: Farmer Assistant / Farmstand Retail / Field Hand

Status: Hourly, seasonal, non-exempt

Work Schedule: Flexible seasonal position, 30-40 hours/week mid May-late-October. Hours depend on availability of work, scope of position and your needs. Applicants interested in working farmstand retail *only* should apply for the retail position. This job is a farmer assistance role, with a wide variety of tasks and room for a diversity of skill sets, and is often physically demanding.

Start date: Starting in May or June. Peak hours in August-September.

Position Summary

This is a multi-faceted position that requires a flexible and adaptable person. Roles include:

Farmer Assistant: we lovingly call this position the “gopher” position – where someone may spend a portion of the day “go-fer-ing” (going for) tools and items to keep the project, larger crews or farmstand running smoothly. This position mirrors what the farmers are already doing - you would work as a team to keep the farm goals moving forward. Tasks may be solo, assisting farmer-owners, or with a team member.

Farmstand Retail: backup position for farmstand shifts and support. Set-up, sales and restocking, prepping and grading produce, cleaning display space and break-down (depending on shift). This includes time-sensitive physical tasks and requires multitasking. Attention to detail and excellent customer service, balanced with efficiency of movement, is necessary.

Field Hand: sometimes the most appropriate activity will be to fold in with the field or harvest crew. This may be an all-hands weeding morning, or a few days of transplanting or harvesting. This will involve physical, repetitive tasks.

Depending on skills, experience, and interest, other job opportunities may be available, such as helping with social media, deliveries, light-duty equipment operation, and event support.

Primary responsibilities

- Farmer Assistant – tasks are seasonal and diverse. They may include preparing for transplant, seeding, field assessment, irrigation management, barn and pack shed clean-up, cooler organization, and support for other crews. During the spring this may include painting or other creative or physical projects.
- Farmstand Retail: running or supporting the staffed farmstand/store. Balancing customer service with register work, restock and produce and product display management. This may be for a shift (5 hours) or as periodic support for the scheduled retail employee.
- Field Hand: working with other farm employees - weeding, hoeing, transplanting, field clean-up, harvest, wash/pack, order packing, cleaning harvest containers, etc.

Required skills and qualifications:

- Positive attitude, supporting coworkers in shared goal of high quality and efficient work.
- Excellent communication, listening and retention skills.
- Willingness to learn and improve with feedback and on-the-job training.
- Ability to adapt to changes in the daily plan and move from task to task efficiently.
- Actively seeks instruction and clarification as needed.
- Skilled in time management and the ability to stay on task.
- Excellent customer service skills and enthusiasm about farming and local foods.
- Ability to work outside with changing weather conditions.
- Ability to lift up to 50 lbs. repeatedly, and work reaching down to crops (not crawling).
- Must be fluent in English. Ability to speak Spanish is appreciated but not required.
- Comfortable working and interacting in a bilingual environment, regardless of fluency.
- Prior experience working on a fresh crop production farm and retail environment preferred.
- Tasks assigned will require the ability to work independently and as part of a larger team.
- Willingness to conduct all activities in accordance with our food safety and employee safety policies.

Details:

- Hours are negotiable. Harvest generally starts at 7:00 or earlier, farm work ends by 5pm. The farm stand closes to the public at 6:00 pm. The final schedule will depend on the tasks, and the larger farm schedule.
- Starting compensation \$18.25—19.00/hour DOE and agreed-upon scope of work.
 - Paid sick leave is accrued at 1 hour per 40 hours worked.
 - Overtime pay is time and a half above 40 hours/week. This position is not guaranteed full time, but overtime pay is provided if more than 40 hours/week are worked due to unforeseen situations.
 - Produce from the farm as available and a 20% employee discount at the farm stand.
- This position likely does not include tractor work (unless there is prior experience), and may not include greenhouse work, seeding, or flower production/design. Gloves and tools are provided; employee must provide own raingear and other weather-appropriate clothing.
- This job includes other duties as needed to get the job done, as assigned and appropriate.
- Employees must maintain and encourage a safe, inclusive, and harassment-free working environment.

To Apply: Email hedlinsfamilyfarm@gmail.com and tell us about yourself and why you are a good fit for this job. Please either include a resume or a summary of your strengths, experience, and skills. Email or call with any questions. 360-770-0377 for Kai and 360-630-9973 for Jules.