

Job Title: Assistant Grower

Mass Audubon Sanctuary: Drumlin Farm, Lincoln, MA

Application Instructions

Please submit a resume and cover letter to Slevine@massaudubon.org.

About Mass Audubon

Mass Audubon is the largest nature-based conservation organization in New England. Founded in 1896 by two women who fought for the protection of birds, Mass Audubon carries on their legacy by focusing on the greatest challenges facing the environment today: the loss of biodiversity, inequitable access to nature, and climate change. With the help of our 160,000 members and supporters, we protect wildlife, conserve and restore resilient land, advocate for impactful environmental policies, offer nationally recognized education programs for adults and children, and provide endless opportunities to experience the outdoors at our wildlife sanctuaries. Explore, find inspiration, and take action at massaudubon.org.

About This Position

Since the 1950s, Drumlin Farm Wildlife Sanctuary has played a foundational role in the Mass Audubon system, educating millions of children and adults about the value of nature and the importance of sustainable farming. We are committed to farming with the health of our adjacent woods, meadows, ponds, and vernal pools in mind. The Drumlin Farm crops team stewards all aspects of a crops operation which lies at the core of this work. The health and happiness of our farmers is very important, too! Assistant Growers work closely with the Crops Manager to raise crops and market our produce through a farmstand, farmers' markets, restaurant accounts, a CSA program and a growing commitment to hunger relief. Assistant Growers gain management experience as they instruct and lead seasonal crew and volunteers in the field and at market. Assistant Growers will take responsibility for aspects of the operation that suit their talents and interests, co-leading in areas such as harvest, wash and pack, restaurant orders, farmers market, farm stand, CSA, flower bouquets and tractor work.

Responsibilities

- Assist with all aspects of field and greenhouse work related to our 15-acre diversified crops operation, including seeding, field prep, planting, weeding, harvest, washing, packing, and distributing
- Assist in managing one or more of the distribution channels:
 - Farmers' Market: load and organize produce and supplies in the box truck, drive to and from Saturday market, set-up and break-down of displays, work with other market staff to restock, assist customers and operate cash register, data entry/accounting
 - CSA: participate in writing a weekly newsletter, load and organize produce in the box truck/cooler, oversee bagging volunteers, assist in setting up and break-downing the distribution space
 - Farmstand: set-up and break-down of the weekend farm stand, coordinate with volunteers, communicate harvest needs and restock as needed
 - Restaurant Deliveries: customer communication, data entry/invoicing, harvest pick-sheets, load and organize the box truck/van, drive the delivery route
 - Donations: pack and record all donation items, communicate with donation partners
- Participate in operating tractors, including; field preparation, fertilizing, cultivation, transplanting, harvesting, mowing, and cover cropping

- Lead groups of volunteers and/or summer campers to assist with field tasks
- Assist the Crops Manager with other farm duties, including; implementing the crop plan, training and coordinating seasonal Field crew, watering the greenhouse, setting up and maintaining fencing and row covers, following record keeping protocols, maintaining all equipment clean, keeping work spaces orderly, and following food safety guidelines
- Represent Mass Audubon by educating customers about the vegetables; explaining our growing practices and Mass Audubon's mission; and addressing customer service issues as they arise
- During the winter season: support the annual maple sugaring operation, including leading volunteers in collecting sap, operating the evaporator, and bottling the syrup; coordinating and participating in educational programming.

Qualifications

At Mass Audubon, our highest priority is finding the best candidate for the job. Research has shown that people of color and women are less likely to apply for jobs if they don't believe they meet every one of the qualifications described in a job description. We encourage you to apply, even if you don't believe you meet every one of our described qualifications or you have a less traditional background. We are looking for applicants with the following qualifications:

- Positive, punctual, precise, energetic, resilient, and attentive
- 1-2 years' experience in crop production is preferred but not required, and a passion for sustainable agriculture
- Must be comfortable with physical labor in all weather conditions (during the busiest part of the season we work up to 10 hour days, regularly lift up to 50lbs, and perform repetitive tasks for several straight hours)
- Responsible and self-driven with the ability to work independently and as a team player
- Ability to relate to a diverse range of people and exercise cultural competence and inclusion
- Willingness to regularly lead and work alongside volunteer groups of all ages, as well as work share members and long-term volunteers
- Applicants wanting to gain leadership experience in restaurant accounts and farmers' markets must be willing to be trained to drive a 12 foot box truck
- Requires successful driver's license check

Compensation, Benefits and Perks

This position's pay range is \$17.96 – \$20.20 hour; actual salary will reflect level of experience and qualifications relative to position requirements.

This position also includes a CSA share of vegetables and PYO flowers.

Discounted housing near the farm may be available.

Benefits eligible staff at Mass Audubon may elect to enroll in medical, dental, and vision plans. Mass Audubon also offers disability and life insurance plans, a retirement plan through MetLife, and Flexible Spending Account options. Mass Audubon employment also includes access to an Employee Assistance Program (EAP) and the Reciprocity Agreement through the Consortium of Non-Profit Arts/Cultural/Environmental Organizations of New England. Mass Audubon employees also enjoy 13 paid holidays (holidays may shift annually due to where days fall within calendar).

Work Schedule

Variable by season. May require performing responsibilities on evenings, weekends, and holidays.

March through December: A typical schedule will be Monday through Friday, or Tuesday through Saturday (if scheduled for Farmer's Market) from 8:00am to 5:00pm, with a half hour for lunch. Start times and end times may be adjusted to accommodate weather and harvest conditions (we will usually shift to an earlier start time during the hottest part of the summer). Hours will vary throughout the season but will not exceed 50 hours per week during the peak season.

January through February: Reduced hours, usually 20+hrs/week.

Other Requirements

Employees must successfully complete a CORI and SORI Background Check and a Motor Vehicle Record is required.

Mass Audubon's Commitment to Diversity, Equity, Inclusion, & Justice

Mass Audubon embraces diversity and equal opportunity in a serious way. We are dedicated to forming a team that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be. People of color are strongly encouraged to apply.

Mass Audubon's mission is to "protect the nature of Massachusetts for people and for wildlife" by building a strong coalition of employees, volunteers, and community members. We recognize that the environmental movement and field of conservation have been affected by societal systems that have limited opportunity and access for many people. As a result, Mass Audubon is committed to creating an inclusive environment for all employees and applicants. We are engaged in an ongoing process of organizational assessment and change, designed to remove barriers and create a workplace where all forms of diversity are recognized and valued.

Equal Employment Opportunity Statement

Mass Audubon is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees and applicants. Mass Audubon prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.