



## YMCA Southcoast

### Job Description

Job Title: Grower

Job Family: Farm

FLSA Status: Non-Exempt

Job Code: PN 103

Revised: December 2023

Compensation: 40 hrs/week May-September, \$16/hr

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Sharing the Harvest Community Farm is a program of the Dartmouth YMCA. The farm's mission is to alleviate hunger for children, families, and seniors in need of food assistance on the Southcoast of Massachusetts by growing and distributing fresh, nutritious produce to emergency food programs throughout the region; to promote volunteerism and build our community through neighbors helping neighbors; and to cultivate an awareness of hunger and provide education about nutrition, food origination, and farming. The farm is run on five acres of land and is largely staffed by volunteers.

#### **Position Summary:**

The Grower will work alongside the Field Manager with all aspects of fruit and vegetable production, from seed to distribution. The Grower will foster an inclusive and welcoming environment while leading and working alongside small and large groups of staff, youth, and volunteers. The Grower will function as a core member of the STH team, exemplifying an ethic of community, teamwork, personal responsibility, and creative problem-solving in pursuit of the organization's mission which is to alleviate hunger, promote volunteerism, and provide agricultural education on the south coast of Massachusetts."

The Grower will work in partnership with the Field Manager to create and ensure the completion of daily and weekly tasks. While day-to-day responsibilities may vary, job activities will include assistance with, greenhouse management, seeding/transplanting, preparing beds, integrated pest and weed management, irrigation, harvesting/processing, distribution, working alongside staff and volunteers in farm tasks, and attendance at weekly team meetings.

The ideal candidate for this position has an interest in contributing to the Southcoast vibrant community food system through our 5-acre vegetable production operation, nutrition security and community outreach. This is a full-time Seasonal position from May through August.

**Sharing the Harvest Community Farm at the Dartmouth YMCA**

A Division of YMCA SOUTHCOAST · 276 Gulf Road Dartmouth MA 02748 · 508.993.3361 · [ymcasouthcoast.org](http://ymcasouthcoast.org)

### **Through this position, the Grower will:**

Gain the skills and knowledge involved in sustainable farming  
Learn the cycles of the growing season, crop rotation, succession/companion planting in production farming  
Develop confidence and leadership skills  
Gain experience working with, facilitating, and teaching others in a farm setting

### **Essential Functions:**

Engage in field preparation, cultivation and harvesting of crops  
Transport, wash, store, and record crop yields  
Assist with orientation, education, and recruitment of volunteers  
Identify and correct potential safety issues  
Maintain equipment  
Ability to work efficiently both independently as well as in a group setting  
Comfortable working outside during hot, cold, and inclement weather  
Ability to lift 50+ regularly  
Ability to engage and instruct non-farm workers in harvesting techniques  
Ability to create an instructional, positive, and productive environment for volunteers

### **Qualifications:**

A working knowledge of sustainable agriculture practices  
Experience managing volunteer or school groups, particularly in a farm or garden setting  
Experience using and maintaining hand tools, power tools, and farm machinery a plus  
\*While experience working a vegetable farm is helpful, a willingness to work hard, try new things, and improvise is valued! We encourage candidates with limited experience to still apply.

### **Schedule:**

May-September Monday-Friday 8am to 4pm  
Saturdays once a month from 8am to noon.  
Schedule subject to change in the case of extreme heat with a longer break mid-day. 7am to 11am, 2pm to 6pm.

Because our farm is located in an area without access to reliable public transportation, we recommend that applicants with access to reliable transportation apply.

### **YMCA Competencies:**

***Mission and Community Oriented:*** Accepts and demonstrates YMCA values. Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Demonstrates a desire to serve others and fulfill community needs.

***People Oriented:*** Seeks first to understand the other person's point of view; remains calm in challenging situations. Builds rapport and relates well with others. Listens for understanding and meaning: speaks and writes effectively. Takes initiative to assist in developing others.

**Results Oriented:** Strives to meet and exceed goals and deliver a high value experience for volunteers. Embraces new approaches and discovers new ideas to create a better volunteer experience. Makes sound judgements and transfers learning from one situation to another. Establishes goals, clarifies tasks, plans work, and actively participates in meetings.

**Personal Development Oriented:** Accurately assesses personal feelings, strengths and limitations, and how they impact relationships. Pursues self-development that enhances job performance. Demonstrates an openness to change: seeks opportunities in the change process.

