



Langwater Farm (LWF) in North Easton, MA is hiring for 2018 and beyond. Langwater is a 100 acre, Certified Organic farm with 50 acres in production. Since 2010, we've provided year-round, high-quality vegetables, herbs, flowers and fruit to Boston, Providence and our surrounding communities. Our markets include a 350-member CSA, farm stand, restaurants, wholesale, and 4 weekly farmers markets. We're seeking experienced candidates to round out our team:

- Office Manager
- Greenhouse Manager
- Field Crew Manager
- Experienced Field Crew
- Cut Flower Grower

*To apply, submit a letter of interest, resume and 2 relevant references to [langwaterfarm@gmail.com](mailto:langwaterfarm@gmail.com). Please include the position title in the subject line. Applications will be accepted until all positions are filled. For more information on the farm, visit [www.langwaterfarm.com](http://www.langwaterfarm.com).*

## **OFFICE MANAGER**

### **Responsibilities**

The LWF Office Manager steers behind-the-scenes organizational systems, public communications and a wide range of office-based tasks. The Office Manager processes invoices, manages payroll and maintains up-to-date financial records through Quickbooks. Additionally, the Office Manager creates content for the website ([www.langwaterfarm.com](http://www.langwaterfarm.com)), social media (instagram, facebook, twitter) and weekly farm newsletters. Crucially, the Office Manager serves as a public face for the farm, responding to inquiries via the farm email account and phone.

### **Qualifications**

- Adept with a wide range of computer programs and internet-based platforms including Word, Excel, Mailchimp, Wordpress and Quickbooks
- Strong communication skills, with an emphasis on writing
- High level of organization and impeccable attention to detail
- Flexibility and dedication to meeting the shifting needs of a growing, family farm
- Familiarity with the local food movement preferred but not required
- Willingness to maintain confidentiality with sensitive information

### **Schedule**

This is a part-time, year-round position, averaging 24 hours per week. Work days may be determined to suit the candidate's schedule but must include Tuesdays. This position may be combined with another role at the farm for the right candidate.

### **Compensation**

We offer an hourly wage commensurate with experience. Additionally, all employees enjoy farm produce and a 20% discount in the Langwater Farm Stand.

## **GREENHOUSE MANAGER**

### **Responsibilities**

The LWF Greenhouse Manager runs greenhouse-based transplant production for 50 acres of crop production and retail plant sales. This includes but is not

limited to: inventorying and sourcing all greenhouse supplies, implementing propagation schedules, greenhouse record keeping, monitoring greenhouse sensors and equipment, pest and disease scouting and watering. The Greenhouse Manager trains and supervises seasonal staff in greenhouse protocols, propagation techniques, watering and venting. Critically, the Greenhouse Manager maintains communication with the rest of the management team to ensure timely coordination of transplant production and field preparation. Additionally, the Greenhouse Manager oversees greenhouse and high tunnel based greens production for winter retail sales.

### **Qualifications**

- 3+ years experience in organic agriculture
- Strong understanding of and skillset in greenhouse transplant production, including cultural practices for Organic production
- High level of organization, record keeping and impeccable attention to detail
- Strong motivation to see tasks through to completion while maintaining high crew morale
- Ability to communicate clearly and train others in greenhouse protocols
- Experience with high tunnel greens production preferred but not required
- Willingness to “wear multiple hats” and contribute to other aspects of the farm

### **Schedule**

This is a full-time, full-season position with the potential for year-round work for the right candidate. Our daily schedule is seasonally variable with a start-time beginning at 8:00 am and moving to 6:00 am by the height of the season. The Greenhouse Manager joins us in late February and works full-time (40-60 hours/week) through Thanksgiving. The Greenhouse Manager works 5-6 days per week, with Saturdays required. Thanksgiving through the end of the year, will be part-time (20-30 hours/week). Part-time, off-season work (January-February) is available for the right candidate. Off-season work includes harvesting greens, packing wholesale orders and staffing winter markets. Outside of the peak greenhouse season (February- June), the Greenhouse Manager steps into other roles at the farm (depending on the individual’s skills and interests). This position may be combined with another management role at the farm for the right candidate.

### **Compensation**

We offer a competitive hourly wage commensurate with experience, beginning at \$13/hour with higher wages offered to candidates with considerable experience. Additionally, all employees enjoy farm produce and a 20% discount in the Langwater Farm Stand. LWF management staff are encouraged to participate in relevant professional development opportunities.

## **FIELD CREW MANAGER**

### **Responsibilities**

The LWF Field Crew Managers participate in daily meetings with the management team and are responsible for directing field crews in daily production tasks. Field Crew Managers set the tone and are always looking for ways to streamline farm systems. Crew management includes gathering requisite tools and materials, training the field crew, monitoring harvest quality, providing ongoing feedback to the field crew and monitoring field conditions. Field tasks include harvesting, transplanting, hoeing, hand weeding, mulching and more. Most importantly, Field Crew Managers work alongside crews modeling efficient practices for high quality crop production.

### **Qualifications**

- 2+ years experience in organic agriculture
- Strong understanding of and skillset in organic vegetable production
- Strong motivation to see tasks through to completion and cultivate high crew morale in all weather
- Ability to communicate clearly and train others
- Ability to work with a sense of urgency in a fast-paced environment
- Drivers license and reliable transportation
- Ability to lift 50 pounds repeatedly

### **Schedule**

This is a full-time, full-season position with the potential for year-round work for the right candidate. Our daily schedule is seasonally variable with a start-time beginning at 8:00 am and moving to 6:00 am by the height of the season. The Field Crew Manager joins us in April and works full-time (40-60 hours/week) through Thanksgiving. The Field Crew Manager works 5-6 days per week, with a weekend day required. Thanksgiving through the end of the year, will be part-time (20-30 hours/week). Part-time, off-season work (January-March) is available for the right candidate. Off-season work

includes harvesting greens, packing wholesale orders and staffing winter markets.

### **Compensation**

We offer a competitive hourly wage commensurate with experience, beginning at \$13/hour with higher wages offered to candidates with considerable experience. Additionally, all employees enjoy farm produce and a 20% discount in the Langwater Farm Stand. LWF management staff are encouraged to participate in relevant professional development opportunities.

## **EXPERIENCED FIELD CREW**

### **Responsibilities**

Experienced Field Crew members participate in a wide range of fieldwork in annual vegetable production including transplanting, harvesting, hoeing, hand weeding and mulching. Additionally, there are opportunities to specialize based on an individual's strengths and interests. These focus areas include Harvest Leader, Weeding Crew Leader, Wash/Pack and Farmers Markets. In each of these focus areas, an Experienced Crew member would work alongside and be trained by Farm Managers before leading small crews, packing wholesale orders or taking the lead at a weekly farmers market.

### **Experienced Field Crew Members gain...**

- Understanding of efficient systems for harvesting, washing and packing produce
- Knowledge of the cultural techniques we employ to produce high quality organic produce
- Insight into how management decisions are made on a sustainable, organic farm

### **Qualifications**

- 1+ years experience in vegetable production
- Ability to work with a sense of urgency in a fast-paced environment
- Ability to maintain good spirits and morale in all weather
- Drivers license and reliable transportation

- Ability to lift 50 pounds repeatedly
- Must be able to work at least one weekend day

### **Schedule**

This is a full-time, full-season position with the potential for year-round work for the right candidate. Our daily schedule is seasonally variable with a start-time beginning at 8:00 am and moving to 6:00 am by the height of the season. Field Crew Members join us in May and work full-time (40-60 hours/week) through Thanksgiving. Field Crew Members work 5-6 days per week, with one weekend day required. Thanksgiving through the end of the year, will be part-time (20-30 hours/week). Part-time, off-season work (January-April) is available for the right candidate. Off-season work includes harvesting greens, packing wholesale orders and staffing winter markets.

### **Compensation**

We offer \$11 - \$13/hour starting wage based on experience. Additionally, all employees enjoy farm produce and a 20% discount in the Langwater Farm Stand.

## **CUT FLOWER GROWER**

### **Responsibilities**

The LWF Cut Flower Grower runs all aspects of cut flower production from seeding to designing and making bouquets. We grow ¼ acre of annual cut flowers including one high tunnel. We are beginning to add perennial flowers and foliage to the landscape. In the woodlands and field edges, this land hosts diverse species for foraged plant material. Langwater's floral offerings include a Pick-Your-Own Flower Share, farm stand bouquets and seasonal wreaths. The Cut Flower Grower is responsible for communicating with the management team around necessary tractor work or field work that may require assistance from the Field Crew.

### **Qualifications**

- 2+ years experience in agriculture
- Strong understanding of and skillset in cut flower production
- Lush, seasonal design sensibility and experience in floral design
- Ability to work with a sense of urgency and maintain a swift pace, looking for efficiencies in independent tasks

- Aptitude for self-driven, independent work
- Drivers license and reliable transportation
- Ability to lift 50 pounds repeatedly
- Willingness to “wear multiple hats” and contribute to other aspects of the farm

### **Schedule**

This is a part-time, seasonal position averaging 24 hours/week with the potential for year-round work for the right candidate. The Cut Flower Grower joins us in April and works through the end of December. Outside of the peak flower season (July-October), the Cut Flower Grower may step into other roles in the greenhouse, field, packhouse or farm stand (depending on the individual’s skills and interests). In December, the Cut Flower Grower leads wreath design and production. This position may be combined with another management role at the farm for the right candidate. In the past, this role has been combined with the Greenhouse Manager role.

### **Compensation**

We offer a competitive hourly wage commensurate with experience. Additionally, all employees enjoy farm produce and a 20% discount in the Langwater Farm Stand. LWF management staff are encouraged to participate in relevant professional development opportunities.