



Temporary Assistant Farmer

Classification: Temporary, Part-time, non-exempt, hourly, Approximately 29 hours per week

Reports to: Farmer

Meetings: Farm Committee meetings and All-School meetings

General Statement of Duties: The Assistant Farmer is responsible for various tasks related to farm maintenance and production, as directed by the farmer and in collaboration with other employee stakeholders, to ensure that the farm is functioning efficiently and effectively, in keeping with the framework of Biodynamic® Agriculture as set forth in the Agriculture Course of Lectures of Rudolf Steiner. In addition, because it is mandatory that someone be on the farm 24/7 should something unexpected arise and needs to be dealt with, if the Assistant Farmer has been assigned responsibility for the farm in the farmer's absence, the Assistant Farmer will be required to respond accordingly.

Primary Responsibilities Include but are not limited to:

Livestock:

- Provide adequate water, feed (in the form of grain, hay and or pasture) for all livestock.
- Maintain livestock facilities and equipment, ensuring a clean and safe environment for the livestock.
- Maintain pastures in good and safe condition, with special attention to fencing and irrigation.
- Assist in the breeding of cows and sheep as the need arises, as directed by the farmer.

Cropland: Assist with all aspects of crop production, in keeping with production capacities and guidelines of the Demeter Certification Program, including:

- Maintain field fertility, which may include periodic soil testing, crop rotation schedule, cover cropping, compost management and appropriate tillage.
- Bed preparation, seeding, planting, weeding, watering, and harvesting.
- Maintain the farm's many irrigation lines and primary delivery system in good order.
- Process vegetables for distribution, including harvesting, washing, and bunching.
- Stock and maintain the Farm Stand that is open to the public.
- Maintain the heirloom, espaliered apple trees, paying attention to pruning, training, irrigation, and mowing around the trees.

Machinery, Equipment and Facility Maintenance:

- Operate and maintain farming machinery, equipment and tools; research, acquire and/or restores farming equipment, such as tractors, as directed by the farmer; provide periodic lubrication, maintenance and repair to these machines.
- Clean and organize farm buildings and storage

Farm Camp: Farm Camp has become important in school and farm outreach, providing a summer farm experience for children from age 4-10. When appropriate, and directed by the farmer, the Assistant Farmer may be expected to:

- Provide orientation to the farm camp teaching staff regarding animal care with which the children will have a summer role in.
- Participate in the walk and harvest group activities once each week.
- Support the farm camp leaders with weekly check-ins.

Socially: The farm is a unique part of SWSF and the farm staff must be mindful that for many prospective parents, it is potentially a strong attraction as they consider the choice of schools for their children.

- May be directed to help coordinate the Farm Guild group of volunteers who meet on the farm to assist with field work and learn about the workings of the farm.
- It is not uncommon for visitors to approach farm staff. The Assistant Farmer should maintain a degree of cordiality and interest in visitors while setting boundaries on requests as necessary.

Other important areas:

- Transport and deliver goods.
- Monitor and report any problems or issues to the farmer.
- Collaborate with the Farm Committee in planning and carrying out the management of the farm as directed by the farmer.

Physical Requirements/Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job the employee is required to:

- Work in outdoor weather conditions, subject to change, with temperatures exceeding 90 degrees at times.
- Stand and walk for extended periods of time.
- Sit, stoop, kneel, and/or crouch.
- Use hands and fingers to handle or feel objects, tools, and/or controls.
- Reach overhead, above the shoulders and horizontally.
- Lift and/or move up to 50 pounds, frequently lift and/or move up to 100 pounds with assistance, and occasionally lift and/or move more than 100 pounds with assistance.
- Perform repetitive motions, such as bending, lifting, reaching, pushing, and carrying, while caring for animals and completing maintenance tasks.
- Handle multiple tasks on an ongoing basis.
- Taste and/or smell.
- Possess specific vision abilities that include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.
- Safely and effectively work with tools, and powered machinery with moving parts.
- Work with large animals.
- Drive a vehicle to conduct work.

The employee will be:

- Exposed to fumes, dust, airborne particles, dirt, oil/grease, odors.
- Exposed to a noise level that is usually low to moderate.
- In direct contact with faculty, staff, students, and the public.

Abilities: The farmer should be able to:

- Work independently with little or no supervision.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships.
- Lead and instruct others.

Qualifications:

- Certification/Training in Biodynamic® Farming preferred.
- Knowledge of biodynamic principles, including compost preparation, crop rotation, and the use of biodynamic preparations preferred.
- Experience with biodynamic techniques, such as soil health assessments, composting, and animal husbandry preferred.
- Experience with crop management including planting, cultivating, and harvesting various crops.
- Strong skills in irrigation, fertilization, and pest management
- Experience with crop planning, soil management, and irrigation techniques.
- Livestock management including feeding, watering, and health monitoring.
- Experience in operating and maintaining farm equipment and machinery, ensuring safety and efficiency.
- Valid California driver's license required.
- Experience with farm infrastructure, including building maintenance, repairs, and improvements.
- Collaborate with team members, communicate effectively, and follow instructions.
- Experience in leading or mentoring other farm workers.

Compensation: \$25 per hour

To Apply

Please email your letter of intention and resume to Janet Anguiano, HR Manager, at janet.anguiano@summerfieldwaldorf.org. Please also include three professional references with phone numbers.