

Hayshaker Farm
Job Description & Application - Farm Crew



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Posted: November 2023
Starts: flexible, May 2023

Time commitment: May - November average 30-40 hrs/week
December - March possible winter work TBD
Occasional overtime (40+hrs/week), paid at time+half

Schedule: Monday - Friday, starting between 6-9am
(ex: 6am in summer, 9am in winter), occasional weekend chores

Compensation: \$17 - 20/hr, DOE
\$10/month phone stipend

Paid sick leave: 1 hour earned for every 40 hours worked

Vacations: 80 hours paid/year, 40 hours earned every 6 months
More unpaid time off possible with pre-approval

We are looking for smart, strong and detail-oriented folks to join our 2024 farm crew. Ideal farm crew candidates will have a strong interest in food and farming, and enjoy working both on a team and individually. We have a unique and fun business model—growing produce and running a food hub on one property. Join our small but mighty crew growing food and feeding the community. Produce and food hub goods are sold to local, regional and state-wide families, restaurants, groceries, and food banks.

Walla Walla Food Hub is located at Hayshaker Farm and is part of the same business—time worked here is one paycheck, one W-2. Applications are reviewed as they are received.

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Responsibilities

Work under direction from and in collaboration with farm owner and farm managers (Food Hub, Harvest, Production) & communicate in person and on Slack

Farm duties (~80-90%)

- Harvest, wash and pack produce 3-5 days/week
- Wash/pack is shared between farm crew
- Perform field work including but not limited to seeding, transplanting, trellising, hand weeding, hoeing, using row cover, and moving irrigation
- Perform non-field work: greenhouse work, plant starts, delivering, tractor driving, farm clean up & projects

Food Hub duties (~10-20%)

- Help with packing, organizing and running the food hub (non-farm products)

Background and Skills

- One or more seasons previous farm experience preferred but not necessary
- More experience and skills will have higher pay offerings
- Flexibility and desire to learn new methods and farm systems
- Attention to detail, especially with quality control
- Self-starter mentality, always looking for how to help the team
- Good communication skills
- Energetic and motivated personality
- Excellent work ethic and positive attitude, adaptability to challenges
- Conscientious and able to work with all kinds of people
- Strong back and knees
- Ability to work outside in all weather conditions
- Willingness to commit to the farm for the full summer season

What you can expect from us:

- 17 years of farming experience in ownership, and nearly 44 years experience in the whole current crew
- Approaching relationships with care, love, curiosity and compassion
- Investment in tools, equipment and improvements
- Flexibility for time off
- Focus on work/life balance, through communication and time spent
- Understanding that no one is perfect
- Desire to feed all community members, regardless of income level
- Some farm mottos we have posted around the place: "Have fun and be safe," "Every Farm Needs a Team," and "Eat the Rainbow"

Housing: we can help search for a private apartment or house if you're moving from out of town, and ask our network about rentals. There is no housing available on the farm.

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Food: all farm seconds and some items we grow are available for the crew. Wholesale cost on other products sold in the food hub. Meals are on your own, with shared lunches when possible.

Paid Worker's Compensation: covered with [LNI state program](#)

Paid Family Medical Leave: [new program in WA state began 2020](#)

To Apply: Complete the Farm Crew Application for Employment below. Submit along with your resume.

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Farm Crew Application for Employment

329 SW 12th Street, College Place, WA 99324 - info@hayshakerfarm.com

Please send this application fully completed to the above web or mail address. Incomplete applications will not be accepted.

Today's Date: _____ Pronouns: _____

Full Name: _____

Address: _____

Phone Number(s): _____

Email: _____

Are you 18 years of age or older? _____

Are you eligible to work in the United States? _____

1. Where did you hear about employment opportunities at Hayshaker Farm/WW Food Hub?

2. Why do you want to work at Hayshaker Farm and the Walla Walla Food Hub?

3. When could you start and how long are you looking for employment?

4. How many hours per week do you want to work? Are there any days of the week you don't want to work?

5. Do you have any vacations or time off planned?

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6. What do you consider to be your biggest achievement so far?

7. What education, formal or informal, have you completed?

8. Do you have experience doing repetitive tasks for long periods of time?

9. How about working outside in extreme weather conditions (ie. Rain, snow, high winds, etc.)?
Working in wet conditions under cover in cold weather?

10. Briefly describe any customer service experience you have. Do you enjoy customer service?

11. What do you think will be the most challenging aspect of working at Hayshaker?

12. Do you have any health conditions, recurring injuries, recent accidents, etc. that would prevent you from doing strenuous physical labor? Please list all of them below.
 - a) Can you repeatedly lift 50 lbs?

 - b) Can you repeatedly bend over and stand up, without getting dizzy or straining yourself?

 - c) Can you kneel for long periods of time?

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d) Can you stand in one place for long periods of time?

13. Do you have reliable transportation (bike, car, scooter...) and a current driver's license?

14. What makes you unique?

15. What is your five year plan?

16. Please provide the following information for your three most recent employers:

Business Name:

Supervisor's Name:

City, ST:

Phone:

Begin & End Dates:

Job Title:

Why Left:

Business Name:

Supervisor's Name:

City, ST:

Phone:

Begin & End Dates:

Job Title:

Why Left:

Business Name:

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Supervisor's Name:

City, ST:

Phone:

Begin & End Dates:

Job Title:

Why Left:

17. Please list contact info for three professional references: (can be two of your previous employers)

18. Please include additional information (skills, aptitudes, interests, hobbies etc.) that would be useful to know as we consider your potential employment.

I attest that the information I have provided above is complete and true to the best of my knowledge.

Applicant's Signature Date

Thank you for applying to work at Hayshaker Farm & Walla Walla Food Hub! We look forward to reading your application and speaking further - Hayshaker Hiring Team