

Free Verse Farm

2023 Field Crew Job Description

Free Verse Farm is an equal opportunity employer that values inclusivity and diversity in Vermont's farm community. We are a family-run business offering a respectful work environment that encourages input and feedback from employees. As managers, we strive to establish strong lines of communication with all of our employees, as we deeply appreciate the ways that employees commit their time, energy, and physical bodies to our farm during the season. We take the physical and mental health of our employees very seriously and strive to teach and model healthy body mechanics and mindframes. We approach employee management with open heartedness and a deep respect for each individual's needs, strengths, and interests.

Since 2012, we have grown medicinal, culinary, and tea herbs at our small farm, which has been located in Chelsea, Vermont since 2014. We cultivate approximately 2 acres of herbs, and wildharvest from our open meadows, pastures, and woods. Using the herbs that we grow as our primary ingredients, we offer a line of herbal remedies, tea blends, herbal body care products, and culinary blends. Our products are available in boutiques, groceries, farmstands, gift shops, restaurants, and cafés, primarily in the northeast. We also sell our products through Free Verse Farm Shop, which we opened in September 2020 in downtown Chelsea. At the Farm Shop we sell products in store and online, offering pickup or shipping around the USA.

Field crew positions at Free Verse Farm provide the opportunity to experience first-hand what it takes to work on a small herb farm. Positions at our farm are not "apprenticeships," though there is a lot of learning that happens on a daily basis, and we are very open to sharing all of our knowledge of growing, tending, and harvesting herbs. The work will be mostly in the field, focused on the cultivation of herbs, with employees spending the majority of their time planting, weeding, and harvesting crops, as well as drying and processing herbs. Field crew members may also assist with other farm activities, such as tending the herd of beef cattle that spend the summer on our pastures, helping with farm events, etc.

We are a growing business and there is opportunity for long-term employment and growth for the right candidates. In addition to Field Assistants, we may also be hiring a Field Manager for the season with correspondingly higher wage, hours, and responsibilities.

****COVID-19 Pandemic: From the moment of its arrival, we have taken the pandemic very seriously, and like so many, it has meant profound changes for our everyday lives and the operation of our businesses. Since 2020, we have worked hard to keep open lines of communication between ourselves and our farm crew, seeking to ensure that we can not only have a productive farm, but one where everyone feels safe and comfortable to work. We are happy to answer any questions you might have about our practices.****

The ideal field crew member:

- Is a hard worker, someone who enjoys manual labor
- Is flexible, patient, and detail-oriented
- Is comfortable working alone, as well as in a group
- Has a positive attitude and a team mentality
- Has a dedicated interest in farming and herbs
- Has previous farming experience (not required, but strongly recommended)

The Details:

- Wages start at \$14/hour. Higher wages are dependent upon position and experience level.

- The season runs from approximately May through October. Field crew members are expected to commit for the full season. *Depending upon our need, there may be the opportunity to begin the season earlier in the year, and/or continue farm work with us into November and December.*
- Workdays usually begin at 8 am, lasting 8-9 hours. Through the season hours may shift due to daylight and/or weather.
- Positions are for 2-3 days per week on the farm, with the possibility of being full-time by taking shifts at the Farm Shop and/or Apothecary.
- There is also the possibility of extra farm work during the growing season and farm-sitting for us during the occasional short trip we might take during the summer months.
- Applicants must have reliable transportation, be able to lift 50 pounds, and be willing to work outside in all weather conditions.
- Benefits of this position include access to fresh herbs and vegetables from our farm (when available), 15% off at the Free Verse Farm Shop, first-hand instruction on growing, tending, and processing herbs, and the opportunity to expand your farming knowledge and experience while spending the summer on a beautiful hillside in Vermont.