

Heart Beets Farm is hiring a Seasonal Full Time Farmer. This is a 10 month (Starts March, ends December) position on our certified organic vegetable farm In Berkley, Ma.

About the HBF:

Heart Beets Farm is owned and operated by Steve Murray. Started in 2014 on one rented property and HBF now manages 4 separate sites spanning 45 acres (10 acres actively cropped per year). We grow a wide variety of certified organic crops which are sold through our 4 season CSA and also through wholesale. We grow and sell year round, with winter production in 8 unheated high tunnels. We tend to lean towards tractor based production with the exception of our tunnels. We grow a lot of food!

About the job:

We are looking to add one person to our crew for our busiest field season months, with the potential of year round employment in the future. All of our crew members participate in greenhouse work, planting, cultivation, harvesting and packing. Some crew members also have particular tasks which usually involve a tractor in some capacity. We are pretty flexible and willing to set people up on particular aspects of the farm. Preference is given to people with past farm experience and tractor operation.

Key Responsibilities

- Collaborate closely with the owner and other farmers, observing and communicating to understand farm operations and production priorities.
- Participate in hands-on field work, including planting, cultivation, harvesting, and tractor operation, to maintain productivity and quality standards.
- Take initiative to anticipate farm and crew needs, identifying and addressing tasks proactively to keep operations running efficiently.
- Help maintain and monitor farm equipment, tools, and infrastructure to ensure safety, efficiency, and longevity.

Applicants should have at least two years of vegetable farming experience. This is a pretty typical outdoor farming job, all the usuals apply. Willing to work in most weather conditions. Able to lift 50 lbs. Communicates well and is willing to learn our methods. Reliable transportation.

Desired Qualifications

- Experience: Minimum of 2+ seasons working on a diversified vegetable farm
- Professionalism: Able to work independently as well as collaboratively with farm owner and other farmers in a professional manner.

- **Technical Skills:** Comfortable operating tractors, farm tools, and other equipment; solid understanding of basic diversified vegetable agronomy, including crop care, planting, and cultivation principles.
- **Work Ethic & Initiative:** Highly motivated, proactive, and able to anticipate farm needs; capable of getting things done without being asked.
- **Physical Stamina:** Enjoys hands-on farm work and is prepared for the physical demands of field, greenhouse, and high tunnel operations.
- **Communication & Problem-Solving:** Strong interpersonal skills, able to communicate effectively and kindly with crew members, farm owners, and distribution staff; able to identify challenges and suggest solutions.
- **Attention to Quality & Efficiency:** Balances speed and productivity with high standards for crop quality and crew performance.

We are a fun bunch and try to keep the work days enjoyable

The workload is seasonal - 112 hours in March (~25 hours per week), 140 hours per month April-November (~40 hours per week) and 75 hours in December. Hours are Monday-Friday either 7:30-2:30 or 8-3 during peak season (½ hour paid lunch break). Perks include a paid week of vacation, 2 days paid sick time and loads of veggies usually in the form of a CSA share.

Exact compensation will depend on experience, but base pay is \$20 per hour. Ideally you would start the first week of March and work till the week before Christmas.

To Apply: Please send resume, cover letter and references to HeartBeetsFarm@gmail.com. Feel free to reach out with questions, to request more information/clarification or to hear from our current employees.

Hiring Statement

Heart Beets Farm is an Equal Opportunity Employer, and we work to build and maintain a culture of inclusion for all employees and potential employees.

Hiring Process

After reviewing your application, we will contact you for a 45-60 minute virtual interview. The next phase is a minimum one day, paid working interview on the farm.

-Steve Murray
Heart Beets Farm
Berkley, Ma