



Langwater Farm (LWF) is hiring for 2019 and beyond. Langwater is a 65 acre, Certified Organic farm in Easton, MA. 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 300-member CSA, a busy Farmstand, restaurants, wholesale, and 4 weekly farmers markets. We're seeking experienced candidates to round out our team:

- Field Crew Manager
- Experienced Field Crew
- Cut Flower Grower
- Tractor Operator

*To apply, submit a letter of interest, resume, and 2 relevant references to [thefarmers@langwaterfarm.com](mailto:thefarmers@langwaterfarm.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).*

---

# **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 culture 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 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-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 Farmstand. 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 \$12 - \$13/hour starting wage based on experience. Additionally, all employees enjoy farm produce and a 20% discount in the Langwater Farmstand.

## **CUT FLOWER GROWER**

### **Responsibilities**

The LWF Cut Flower Grower runs all aspects of cut flower production from seeding to bouquet production. 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, Farmstand 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 15-25 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 ideally steps into other roles in the greenhouse, field, packhouse, or Farmstand (depending on the individual's skills and interests), resulting in a 40 hour/week position. 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.

## **Compensation**

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

# **TRACTOR OPERATOR**

## **Responsibilities**

The Tractor Operator is responsible for the bulk of our tillage, bed prep, planting, cultivation, and mechanized harvest using our fleet of 6 tractors. We run both gasoline and diesel tractors, ranging from 15hp to 100hp, and have a wide range of vegetable production implements that the Tractor Operator must have a high level of skill in operating safely and efficiently. The Operator must be able to meet the farm standards for each kind of work in variable field and soil conditions. The Operator is responsible for daily equipment checks and routine maintenance of the tractors and implements, trailering tractors and equipment between sites, communicating with the farmer and other farm crew, and helping out with irrigation rotation when necessary.

## **Qualifications**

- 2+ years experience operating tractors, ideally in vegetable production
- Strong safety record
- Knowledge of basic tractor and equipment maintenance

- 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 full-time, seasonal position averaging 40-60 hours/week with the potential for year-round work for the right candidate. The Tractor Operator joins us in April and works through the end of December.

### **Compensation**

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