

# **Organic Vegetable Picker, Seasonal Spring/Summer 2017**

## **(Hawthorne)**

compensation: **\$10 /hour to start**

employment type: **full-time**

Professional picking work available at a diverse organic fruit & vegetable farm.

Please read entire post and follow all instructions to apply for this position.

Join our team and make a difference, harvesting healthy food for our community. We provide a prepared lunch three days per week, plus food to take home from the farm. Limited on site housing may be available. **\*\*This is a physically demanding job requiring long hours outdoors with attention to detail.\*\***

Frog Song Organics has over 40 acres planted for Spring/Summer 2017 and we need help hauling in the abundance. Our team of professional Pickers harvests crops 6 days per week at a rate that makes gains for the farm while maintaining a high quality product for our customers.

### Technique:

Pickers will start at a \$10/hr under the apprentice rate and status as New Picker. The Quality Assurance Manager and other Managers will train all New Pickers on the hand techniques and tool skills necessary to be a successful picker.

New Pickers must demonstrate an ability to learn new skills quickly and be able to maintain quality and sizing standards set forth by the QA Manager.

All Pickers are required to comply to our Food Safety Program and notify an appropriate manager if an issue arises regarding food safety.

### Reporting:

Pickers enter their pick data for each crop brought to the Packing Shed, at the time of arrival at the shed. This is done by entering the quantity (count or weight), time required to harvest, and location harvested into a Google Spreadsheet through an electronic tablet.

Pickers must accurately report their information and be prepared to demonstrate their rates to the Quality Assurance Manager when requested.

### Rates:

All crops grown at our farm have an associated professional picking rate that varies for the season and quality of crop. All Pickers must consistently perform at professional rates while maintaining high quality of product. The rates recorded by the Picker will be validated by the Quality Assurance Manager.

Examples of rates of our common crops: collard greens 60bnc/hr, peas and green beans 12-15lbs/hr (depending on variety), radishes 45bnc/hr.

New Pickers will demonstrate to the Quality Assurance Manager the quality, sizing, and rate for each lot of produce harvested. Once a New Picker can consistently demonstrate quality and rate his/her status will change to an Professional Picker, which will not require reporting each harvested lot to the QA Manager (only recording on the google spreadsheet).

Professional Pickers will be compensated \$11.12/hr. Typically we can offer 60+ hours per week of picking work during the peak season in April & May. Part time schedules may be available on case by case basis.

**Advancement:**

This position has the opportunity to advance to full-time employment throughout the year, depending on the success of the individual at demonstrating value at the farm.

Additional earning opportunities include independently operating regional farmers markets.

Candidates that are successful at this position will have the opportunity to develop a small farming enterprise on-site in the fall 2017 and/or future seasons. Frog Song will be hosting an incubator program for beginning farmers to plant small plots on-site and sell their goods directly to their customers or through Frog Song.

**Requirements:**

Must demonstrate an attention to detail in all work capacities (training, record keeping, communication).

Must be able to effectively and quickly do hand labor, including working safely with knives and clippers as needed.

Must demonstrate capacity to use digital record keeping software including accuracy of data entry (cloud-based spreadsheets).

Must be able to lift up to 50lbs at a time, efficiently perform repetitive tasks, and work outside in inclement weather (rain/wind/heat/cold).

Bilingual English/Spanish preferred. Willingness to learn and work in two languages is required.

Must demonstrate a respect for people of different cultures, classes, and beliefs. We are very fortunate to have an incredibly diverse team at Frog Song. We all sit down to have lunch together multiple times per week and we all respect each others' opinions and experiences.

Must be able to arrive to work on-time when scheduled. Valid driver's license preferred but not required.

Must be able to work all day in a tobacco-free workplace. No tobacco products are allowed to be consumed on-site.

Must be able to complete a criminal background check prior to beginning work. We reserve to right to not hire applicants based on information found on the background check that may present a risk to the safety of our staff or business.

**HOW TO APPLY:**

Please send to [frogsongjobs@gmail.com](mailto:frogsongjobs@gmail.com)

1) Short Cover Letter, 2) at least three work references and 3) brief description of your favorite vegetable. This position is available immediately for the right candidate and will be open until June 2017.