

Assistant Crew Manager

Red Dog Farm 2016

Red Dog Farm is a 23-acre organic farm with 15 acres in vegetable and berry production. Located on the Olympic Peninsula, we are nestled in the beautiful Center Valley of Chimacum, Washington. We produce crops year-round and sell to two local farmers markets, to local restaurants and wholesalers, through our CSA program, and at our own self-serve farm stand. Red Dog Farm is going into its ninth season with farm owner/operator Karyn Williams. Co- Farm Managers Alice Lee and Dawn Rostad have worked at Red Dog Farm since 2014 and 2015, respectively. Our farm crew consists of nine full time, full-season employees, three full time, peak season employees, and volunteers.

Red Dog Farm is a production farm with a strong focus on efficiency, crop diversity, and customer satisfaction. We spend the vast majority of our time harvesting, washing and packing, as we utilize tractors as much as possible for weeding and field prep.

We seek an energetic and motivated individual who is not only a smart, tough, resourceful, detail-oriented team player, but also has the interest and skills to lead a crew of similar folks. The ideal applicant will have excellent communication skills, enjoy being in a leadership role, and have strong skills in harvest and production to act as a pace-setter for field crew members.

Applications will be accepted until position is filled.

Position Begins: ASAP Preferably May

Compensation: Hourly wage of \$11.00 per hour plus fresh produce from our fields.

Position Purpose

The primary responsibility of this position is to act as an assistant to the farm managers; managing the field crew and volunteers, running the pack shed and assisting with harvest and production management. The field crew consists of about 12 people in the height of the season and the volunteer crew consists of about 10 people. This position reports to the farm managers.

Time Commitment

- This position is year-round with a preferred two-year minimum commitment.
- This position requires 40- 50 hours per week.
- Work days are Monday through Friday.
- Winter break is generally six weeks off mid-December through January, with an option for an extended winter break. A one-week vacation during the season is also encouraged.

Essential Job Functions

- Perform field work, acting as a pace setter and leader for the crew.
- Assist with management and training of the field crew and volunteers in all farm tasks including harvesting, weeding, transplanting, washing/ packing, moving irrigation and performing greenhouse work on a day to day basis.
- Communicate with farm managers and farm owner on a daily basis, as well as communicate by cell phone throughout the day.
- Act in a supportive role to farm managers with the aim to stand in during absence.
- Be willing to cross train in most farm tasks so as to fill in and/or train others as necessary.

Qualifications

- 2 growing seasons farm experience on market vegetable farm.
- Desire to lead the work of others.
- Demonstrated leadership experience.
- Current driver's license and good driving record.

Knowledge, Skills and Abilities

Minimum:

- Knowledge and skill in vegetable harvest, post-harvest handling, and packing.
- Ability to motivate others to work well under difficult external conditions.
- Desire to work well and professionally with all kinds of people.
- Aptitude for good judgment and spur-of-the-moment decision making.
- Ability to make work fun.
- Excellent verbal communication skills.
- Ability to multi-task in an organized manner.
- Ability to balance connecting with the farm crew and the management crew.
- Ability to manage temporary workers and volunteers and take responsibility for their performance.
- Excellent teaching skills.
- Attention to detail with the capacity to maintain awareness of the big picture and larger farm goals.
- Ability to be flexible.
- Ability and desire to learn Red Dog systems and standards and translate those to others.
- Ability to give and receive positive and negative feedback in a professional manner.

Preferred:

- Knowledge of many other aspects of diversified vegetable farming, including but not limited to nursery work, transplanting, weeding, hoeing, irrigation systems, carpentry, plumbing, tractor operation, mechanics, and farmers marketing.
- Ability to write well.
- Skill in vegetable display and handling.

Application Process

To apply, fill out the Assistant Crew Manager Job Application below and submit along with your current resume and cover letter. Materials may be submitted using one of the following options:

EMAIL: karyn@reddogfarm.net

MAIL: Red Dog Farm
Attn: Assistant Crew Manager Position
P.O. Box 402
Chimacum, WA 98325

Application for Employment 2016

RED DOG FARM

PO Box 402
Chimacum, WA 98325
karyn@reddogfarm.net

Please send this application fully completed along with resume to the above email or mail address. Incomplete applications will not be accepted.

Today's Date: _____

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. Which position(s) are you applying for?
2. Where did you hear about possible employment opportunities at our farm?
3. Why do you want to work at Red Dog Farm?
4. What would be your ideal start date? End date this season?
5. What do you consider to be your biggest achievements so far?
6. Do you have any health conditions (reoccurring injuries, recent accidents, etc.) that would prevent you from doing strenuous physical labor?
 - a) Are you able to work kneeling for up to four hours at a time?
 - b) Are you able to bend over repeatedly throughout the day?
 - c) Are you able to lift up to 50lbs?
7. Do you have experience working in the Northwest? If not, are you prepared to work in windy, cold, wet weather? Please explain.
8. Why do you want to be a manager?

9. What do you foresee being your biggest challenge while managing a large crew?

10. Do you have reliable transportation and a current driver's license?

11. Please list contact info for three professional references:

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:
Supervisor's Name
City, ST:
Phone:
Begin & End Dates:
Job Title:
Why Left:

12. 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