



HUNGER TASK FORCE, INC. POSITION DESCRIPTION

Position Title: **BEGINNING FARMER**

Department: **Farm**

Reports To: **Farm Managers**

FLSA Status: **Non-Exempt**

Background: Hunger Task Force operates a 208-acre Farm and Fish Hatchery in Franklin, Wisconsin. The Farm is the only urban farm in the state that grows fresh fruits and vegetables for the express purpose of feeding the hungry and hosts a variety of one-of-a-kind programs that benefit our community. The Farm is home to over 100 acres of tillable land, an on-site fish hatchery, a 43-acre Oak Savanna, and a unique child nutrition education program which includes a quarter-acre school garden.

General Function: The Farm and Fish Hatchery seeks a Beginning Farmer to assist the Farm Team with the planting, maintenance and harvesting of vegetable and fruit crops at the Hunger Task Force Farm in Franklin, Wisconsin. This full-time position works in the greenhouse, fields and orchards and operates trucks, tractors, other equipment needed to cultivate and plant fields and orchards; irrigate crops, control weeds and harvest produce.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

- Pick, cut, or pull fruits and vegetables to harvest crop
- Propagate, plant and transplant vegetable crops according to plan
- Lead and direct work crews in greenhouse, orchards and fields
- Demonstrate and explain farm work techniques and safety regulations to volunteers
- Install irrigation systems and irrigates fields.
- Assists in the maintenance of fruit orchard.

Competencies

To perform the job successfully, an individual should be able to demonstrate the following competencies:

- Communication - Listens and gets clarification; Responds well to questions; Participates in meetings.
- Teamwork - Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.
- Diversity - Shows respect and sensitivity for cultural differences.
- Ethics - Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values.

- Judgement - Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process.
- Motivation - Demonstrates persistence and overcomes obstacles; Measures self against standard of excellence.
- Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.
- Adaptability - Adapts to changes in the work environment; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.
- Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments.

Qualifications To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

Associate degree from a two-year Technical College or Bachelor's degree from a four-year College or university; or five years related experience and/or training; or equivalent combination of education and experience.

Language Skills

Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to effectively present information in one-on-one and small group situations to customers, clients, and staff.

Mathematical Skills

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

Reasoning Ability

Ability to apply common sense understanding to carry out detailed but uninvolved written or oral instructions. Ability to deal with problems involving a few concrete variables in standardized situations.

Physical Demands The physical demands described here are representative of those that must be met by a Beginning Farmer to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the Beginning Farmer is regularly required to use hands to finger, handle, or feel. The Beginning Farmer is frequently required to stand; walk; reach with hands and arms and talk or hear. The Beginning Farmer is occasionally required to sit; climb or balance; stoop, kneel, crouch, or crawl and taste or smell. The Beginning Farmer must frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

Work Environment The work environment characteristics described here are representative of those a Beginning Farmer encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the Beginning Farmer is regularly exposed to moving mechanical parts and outside weather conditions. The Beginning Farmer is frequently exposed to wet and/or humid conditions; high, precarious places; -

fumes or airborne particles and vibration. The Beginning Farmer is occasionally exposed to toxic or caustic chemicals; extreme cold; extreme heat and risk of electrical shock. The noise level in the work environment is usually loud.

Work patterns are seasonally influenced and work activities are highly dependent on the weather.

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Salary Range: \$33,600 - \$42,700