

## Harlequin Produce 2024 General Farm Hand Information Full and Part-Time

Harlequin Produce is a certified organic diverse vegetable farm located in Arlee Montana, 25 miles north of Missoula, 2024 will be our 14<sup>th</sup> year in business. Brian and Kaly have been working with vegetables since 2007. Prior to becoming full-time farmers we studied Agroecology at Montana State University. Over the course of the last thirteen years we have grown from a small one-acre farm to 40-acre farm operating with 20 acres in vegetables. Each season we hire a total of 6-10 employees, we believe the success of our farm in part stems from having employees that feel valued and respected we strive to create a working environment that is positive and productive.

### Farm Overview

We have five high tunnels, with a sixth one being built spring 2024, a heated prothouse, a warehouse and walk-in cooler for packing and storing produce. We also have an assortment of appropriately scaled vegetable specific equipment that reduces our labor and increases our production. This includes a plastic mulch layer, water wheel transplanter, flame weeder, Scott Viner root harvester, 28' harvest conveyor, cultivation equipment, tractor pulled seeder, undercutter, potato digger, and a 200lb capacity barrel washer.

We grow a large assortment of classic vegetables with our main emphasis in the following crops; spring greens, turnips, carrots, beets, brassicas – broccoli, cauliflower, and cabbage, potatoes, onions, peppers, tomatoes, winter squash, and melons. Our produce is marketed in two main avenues; through the Western Montana Growers Cooperative, and direct to customers via our 500-member summer Customizable CSA and Winter Storage Stock-UP. Our farm offers a unique opportunity to learn how to be both a wholesale grower and a vibrant direct market producer.

We value efficiency and ecology with an emphasis on production. We strive to grow produce in a manner that incorporates ecological principles while increasing yields. We take each tillage or cultivation pass with consideration of soil health and longevity.

### Who Should Apply

Farming is extremely rewarding, allowing us to see the direct effects of the fruits of our labor. Farming is both an exercised in mental as well as physical strength, work can be long, tedious and monotonous.

We are looking for applicants who have a strong desire to learn, work hard, communicate effectively, think ahead, enjoy working in a fast paced environment, and potentially have an interest in a farming career.

We often work side by side with our crew allowing time for questions and conversations about agriculture. Employees are also expected to be able to work efficiently by themselves without our constant guidance.

## Positions Available

**(2) Full Time Crew Member** – 40-45 hrs/ week starting in late-April or early May thru 11/8 (can change slightly depending on the season).

**(2) Part Time Crew Member** – 16-24 hrs/ week starting in June thru mid Oct (can change slightly depending on the season).

## Responsibilities

Full-time employees will assist with all aspects of vegetable production: greenhouse work in the spring, field preparation, building low tunnels, transplanting, weeding, harvesting, post harvest preparation of vegetables, CSA packing, and field tear down.

Part-time employees can expect to spend time working in the tomato high tunnels and in the warehouse helping pack orders for CSA.

## Compensation

We will provide a starting salary of \$15-\$17/hr DOE, there will be an option for a mid-season raise depending on performance. Crew are responsible for their own meals although we will occasionally share farm dinners. There will be produce available for personal consumption, as well as seconds for preservation.

## Housing

On-site housing is potentially available, depending on applicant. In addition there is a break-room with a full kitchen for those that wish to commute from Missoula. There is also space for a camper that has access to an outhouse and hot shower.

## Schedule and Hours

On average we strive to have employees work 40-45 hours a week Monday-Friday; but this is farming - and we do expect people to work until the job completed.

## How to Apply

Please submit a current and applicable resume and answer the following questions to:

[harlequin.produce@gmail.com](mailto:harlequin.produce@gmail.com).

Please be specific when answering these questions. Remember that we often do not have the ability to meet in person; this is the best way for us to understand who you are, if we will be compatible, and what you would like from this experience.

1. There are a lot of organic agriculture internships available. Why do you want to work for Harlequin Produce? Please make answers specific to the position that you are applying for.

2. What skill sets are you hoping to acquire from this position?

3. How do you think Harlequin Produce will benefit from having you included in part of their team?