



Farm Apprentice—Lexington Community Farm—Lexington, MA

About the farm:

Lexington Community Farm Coalition, a 501(c)(3) nonprofit organization (LexFarm), was founded in 2011 by community members to protect one of the few remaining farms in Lexington, MA. LexFarm grows certified-organic food with sustainable farming practices, connects and educates community members, and provides fresh produce to all including those in need.

LexFarm grows on roughly 5 acres of land that has been farmed continuously for hundreds of years. Our goal is to improve the land we grow on, while providing food for our community. We use low till farming practices and are committed to fostering a resilient farming system through improved soil health. We sell directly to community members with a CSA program that distributes vegetables, mushrooms, flowers, and fruit. In addition, we grow and sell thousands of organic vegetable and flower starts for local gardeners.

The farm is a model for responsible land and soil stewardship, a place for fresh local organic produce and for community connection. We are committed to increasing access to certified organic produce for households of all income levels. We donate seedlings and produce (at least 10% of our produce) to people in need through local food rescue and community organizations. We participate in the SNAP and HIP programs so that people of limited means can shop in our farm store. We also subsidize some of the CSA shares for SNAP recipients.

LexFarm is run through a co-management model, farm leadership gives staff the support they need to succeed and take ownership of responsibilities.

Job Description:

Apprentices will work closely with farm staff, work shares, and volunteers to complete seedling production, planting, harvesting, washing and packing, irrigation, cultivation, record-keeping, and farm maintenance tasks.

Farm leadership gives staff the education they need to succeed and take ownership of tasks. Each time a new task is introduced, farm leadership will give staff sufficient background to fully understand the reasoning behind the task and how to complete it efficiently. All apprentices will be responsible for leading various volunteer groups throughout the week.

We are hiring to fill 3 apprentice positions. Each apprentice will be responsible for one of the following areas of farming. Training, resources, and support from the Field Manager will be provided.

- Irrigation
- Direct Seeding
- Flower Management

*other areas of responsibility can be considered, as individual interest dictates.

Hours (start and end dates as well as weekly hours may vary for the right candidate):

- 40 hours/week (generally Monday-Friday)
- Start dates: March 31 or April 28th
- End dates: September 26 or October 24th
- Seedling Sale Distribution - Saturday, May 10th 2025
- 1-2 Saturday mornings leading volunteers

Hours vary throughout the season but are generally: 7:30-3:30 with a 45 minute paid lunch break. Apprentices should expect to work 8 hour days. If a project needs to be completed and pushes a day past 8 hours, they can expect to take time off during the same pay period to compensate for the extra time worked. All hours worked over 80 within a pay period will be compensated at time and a half. Wednesday's schedule may be adjusted if the apprentice would like to attend EMASS CRAFT meetings as paid time. Each apprentice will run a volunteer group on one or two Saturday mornings within the season. Apprentices will also be trained to work in our farm stand and will be expected to help cover farm stand staff time off.

The right candidate will be interested in sustainable agriculture, self-motivated, responsible, attentive to detail, curious, flexible, comfortable communicating with a wide variety of people and able to keep up a quick work pace. This position involves working both independently and with a group.

Requirements:

- A minimum of one season's work outdoors. Agriculture experience preferred, but not required
- A positive attitude and good sense of humor
- Willingness to work in all weather conditions
- Demonstrated ability to follow directions and work independently
- Good physical condition and ability to lift and carry 50 pounds repeatedly and safely
- Punctuality. All staff are expected to be ready to start work when the work day begins.

Benefits include: compensation at \$18.50/hour, a Summer CSA share, PYO flower share, discount on local products in the farm stand, Worker's Compensation, paid holidays, 5 paid vacation days, 3-5 sick days*, and free admission to farm's summer workshops and events. Professional development benefits include \$100 stipend for conferences/educational

opportunities and paid attendance at CRAFT meetings.

*Vacation and sick time is calculated on a prorated basis dependent on total hours worked throughout the season.

To apply please send a letter of interest, resume, and 2-3 references to employment@lexfarm.org by February 7th.

All qualified applicants will receive consideration for employment without regard to race, creed, color, religion, or sex including sexual orientation and gender identity, national origin, disability, protected Veteran Status, or any other characteristic protected by applicable federal, state, or local law.