



Summer Intern—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:

The summer intern is a college or university student who 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 interns 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. Internship responsibilities will be in part determined by interests of the interns.

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

- 35-40 hours/week, Monday-Friday
- Start date: May 18th preferred, flexibility of later start date if needed

- End date: August 21st, flexibility of earlier end date if needed

Hours vary throughout the season but are generally: 7:30-3:30 with a 45 minute lunch break. Interns should expect to work 8 hour days. Wednesday's schedule may be adjusted if the apprentice would like to attend EMASS CRAFT meetings as work hours.

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:

- Some experience working 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.

Compensation: **This is an unpaid internship. Interns are expected to receive compensation through their college or university's internship stipend programs.** Other benefits include farm vegetables and flowers, discounts on local products in the farm stand, and free admission to farm's summer workshops and events. Interns are encouraged to attend EMassCraft meetings as part of their work hours.

*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 references to employment@lexfarm.org. Applications will be considered on a rolling basis. We hope to fill the positions by early-mid February.

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.