FIRST CUT FARM

Job Title: Farmer (we’re not big on titles)
First Cut Farm is a lean and mean certified organic mixed vegetable farm operated by Sam Bowhay. We are located in the beautiful Skagit Valley of Washington State, an agricultural wonderland! The Skagit Valley is located 70 miles north of Seattle and 30 miles south of Bellingham. 2022 will be our 4th season in operation. We grow snap beans, potatoes, bok choy, and onions on about 20 acres for the wholesale market.

We manage to grow about 20 acres with less than 3 full time employees because we have a focused crop plan and do almost everything mechanically. We have good access to equipment and other resources thanks to a close working relationship with our neighbor farm Ralph’s Greenhouse, an amazing 250 acre organic vegetable farm that has been around for 30 years. While working at First Cut Farm, you will also get to experience a lot about how Ralph’s Greenhouse grows vegetables.

First Cut Farm also employs a seasonal harvest crew to pick bok choy, snap beans, onions, and potatoes from mid June-October. This crew is made up of returning employees who like to work harvest through the summer. Spanish is the primary language used here. A desire to work with different cultures and to communicate in different languages is required for this role. Functional Spanish is a big plus.

JOB DESCRIPTION

You will work closely with Sam and one or two other employees to grow, harvest, and sell 20 acres of organic vegetables in 2022. You will learn to perform all aspects of field crop production including: tillage, cultivation, irrigation, materials application, farm equipment operation and maintenance, direct seeding crops, mechanical harvest, and bulk crop harvest.

You will spend A LOT of time in the tractor seat operating equipment safely and effectively. You will spend A LOT of time moving irrigation pipes and the Bauer boom around, especially if we
have another hot and dry summer. You will get stronger. You will keep an eye out for emerging problems and communicate them in order to find a solution. You will problem solve weird tractor puzzles. You will pull at least a few weeds by hand. You will help harvest 200K lbs potatoes.

Be prepared to spend long hours sitting, standing, bending, twisting, squatting and kneeling in all weather conditions while carrying out repetitive tasks and lifting heavy/awkward things.

We are a young, expanding operation with a lot of growth potential. Pitch me a crop idea that fits our rotation and that we can execute well given our current resources and, if convinced, I will be happy to help you make it happen and work out a profit share arrangement.

FCF equipment includes:
- Tractors: JD 7800, JD 4440, JD1640, Kubota 7500, Kubota 7030, ACG Cultivation and more!
- Vehicles and trailers
- Forklift
- Planting equipment: MaterMacc Precision Seeder, Gaspardo Orietta Precision Seeder, Checchi Magli transplanter
- Cultivation: Kult kress finger weeder, basket weeder, flame weeder, Williams Tool System tine weeder, Lely Tine Weeder
- Tillage: perfecta, power harrow, 4 bttm plow, chisel plow, disc, tillers
- Irrigation: aluminum hand line, Bauer reel and boom
- Other: flail mower, PTO driven boom sprayer

Job Duties
- Perform tractor work, including but not limited to: primary tillage, fertilizing, cultivating, flame weeding, seeding, spraying, mowing, mechanical harvester operation, etc.
- Make adjustments to equipment based on soil moisture, soil type, crop etc.
- Communicate clearly with Sam and other team members regarding tractor work priorities, equipment scheduling/use, and repair needs
- Perform maintenance and repairs on equipment, vehicles, tools and facilities
- Keep food safety and organic certification records as needed
- Help ensure other equipment operators are adjusting and using all equipment safely and properly
Contribute ideas regarding equipment priorities, mechanization and systems improvements that will increase efficiency and reduce wear & tear on our team.

Harvest quickly and neatly in the summer and fall.

Other farm tasks as needed.

Required Qualifications

- Desire to work with and learn from a wide range of cultures and personality types.
- Prior experience with tractor/machinery operation, preferably in a vegetable production setting.
- Excellent problem-solving skills; resourceful.
- Able to work independently and maintain focus for long periods while keeping up communication with other team members.
- Good time management skills; able to shift tasks quickly based on changing priorities in a fast-paced environment.
- Strong work ethic and positive attitude; able to keep up morale throughout long days of hard/monotonous work.
- Able to take direction, learn quickly, ask for help/clarity as needed, and accept and act on constructive feedback.
- Willing to jump in and help out as needed.
- Good communication and interpersonal skills.
- Physically fit; able and willing to work long hours in any weather and lift 50+ lbs repeatedly.
- Valid driver’s license, clean driving record (you will be added to our commercial vehicle insurance) and cell phone access.
- Willingness to follow COVID-19 protocols, including any required mask mandates.

Preferred Qualifications

- Spanish skills, or strong desire to learn Spanish on the fly.
- Prior vegetable farm experience.
- Preference will be given to candidates who are interested in pursuing careers in agriculture and who are interested in working with our farm for multiple seasons (two-season commitment preferred).

Schedule

- Start date: March 2022 (flexible).
- Full-time position (approximately 30-60 hours/week).
- March-October full-time; very flexible scheduling through winter with full-time hours available if requested.
- Typical busy season weekly schedule: Monday-Friday 7:00-5:00 Saturdays if needed 7-12.
- Expect longer days during the growing season. Start time may shift earlier or later depending on conditions.

Compensation
• ~$15-19/hour DOE plus fall/winter plus bonuses depending on business performance
• Overtime pay: Time and a half above 55 hours/week
• Paid vacation & sick leave
• WA State Paid Family Medical Leave
• Free farm produce
• Learning opportunities!
• Free exercise!

To apply please submit resume and cover letter to firstcutfarmllc@gmail.com with the subject “Job Application.” Applicants selected for a job interview will need to provide 3 professional references.