

Job Title: Farm Crew

About Spring Time Farm: Spring Time Farm (STF) is a family-owned, Certified Organic mixed vegetable farm in the beautiful Nooksack Valley of Whatcom County, Washington. Located at the headwaters of the Sumas River, we are in our 11th growing season. We grow 25 acres of mixed vegetables, fruits, herbs and flowers. With a crew of 5-13 people (depending on the season), our focus is on providing high quality, nutritious produce to our local CSA and regional wholesale markets. The strength of our business is tied to a safe, efficient, collaborative workplace.

We are looking for smart, positive, tough and detail-oriented folks to join our 2026 farm crew. Ideal candidates will have a strong interest in food and farming, enjoy working both on a team and individually and be ready for challenging, fast-paced work. We love growing food and hope that you will too! **Positions start in April through October.** Applications are reviewed as they are received.

Position Summary/Responsibilities: As a member of our highly-valued STF **Farm Crew**, your primary responsibilities will be to harvest, wash and pack produce, planting, cultivation and crop maintenance. Duties will be carried out in teams or individually. It is hard, repetitive work and a positive, resilient attitude is crucial along with a willingness to hustle. You must be able to take direction/feedback from Nick (farm owner), the Farm Manager, the Harvest Lead, and the Post Harvest Lead.

During peak season, our crews are divided into either primarily field/harvest or wash-pack teams. Though there is some specialization, all crew members will be involved in all aspects of production throughout the season. All crew members will be trained on various equipment (multiple hand and tractor tools). We are a small diversified operation, so tasks are varied and fast-paced. We frequently switch jobs throughout the day, partially out of necessity and partially to reduce repetitive motions. We have invested heavily in mechanization to alleviate the strain of farm tasks, but it is hard manual labor. Performing repetitive tasks in all weather conditions is the core of farm work.

Schedule:

- **Full Time***: Approximately 40 hours per week April-December, sometimes less in the spring/fall shoulder season ****Full-time availability is preferred but will consider qualified part-time candidates.****
- Part-Time **winter work** available to those interested in returning for the following season
- Schedule: **Monday-Friday**, though some individuals may be scheduled weekends during peak summer harvest
- Hours typically run from 7-4, weather dependent.

Compensation

- \$17.13+/hour depending on experience
- Paid Sick Leave (1 hour accrued per 40 hours worked, available after 90 days of employment).
- Paid Family Medical Leave (WA state program).
- Workers' compensation insurance via L&I.
- Free/discounted farm produce.
- Learning opportunities on a diversified vegetable farm.
- We may be able to help find housing in the area if needed.
- Performance-based and year-end bonuses possible.

- Overtime pay: time and a half above 40 hours a week.

Qualifications

- Previous farm or manual labor experience is preferred but not required.
- Flexible and positive attitude; able to stay positive through stressful moments.
- **Bilingual candidates speaking Spanish and English are strongly desired.**
- Please let us know if you have mechanical aptitude and/or experience operating a tractor (or the desire to do so)!
- Clear communication and good interpersonal skills. Able to ask for direction/clarification and accept and act on constructive feedback without taking it personally.
- Excellent attention to detail, product quality, and food safety procedures.
- Able to learn quickly, good time management skills; **happy to hustle**, adapt and shift focus quickly based on changing priorities in a fast-paced environment.
- Ability to complete self-directed or collaborative work and to prioritize tasks efficiently
- Physically fit; ability to bend, kneel, and lift frequently. Work long hours in any weather and lift 50 lbs repeatedly.
- Reliable, on-time transportation to the farm is required.
- Ability to drive stick shift truck & automatic box truck, a plus but not required

To Apply: If interested please send an email titled: **Farm Crew 2026** to info@springtimefarm.com. Please include your contact information, a resume, and 2-3 references.