

Harvest Lead (2026 Season)

Spring Time Farm – Nooksack Valley, WA

\$21/hour DOE | Full-Time | March–December | Growth Potential

Spring Time Farm is a family-owned, Certified Organic vegetable farm cultivating 22 acres of mixed vegetables, fruits, herbs, and flowers in Whatcom County, WA. We serve a vibrant CSA and regional wholesale accounts with a seasonal crew of 4–9 people.

We are seeking an experienced **Harvest Lead** to take ownership of harvest execution and field crew coordination for the 2026 season, with potential for year-round employment and expanded responsibility.

The Role

The Harvest Lead is responsible for overseeing daily harvest operations from field to pack-out coordination. This is a working leadership position — you will both direct and participate in harvest while ensuring efficiency, quality, and food safety standards are consistently met.

You will work closely with the Farm Manager and Post-Harvest Lead to align crop availability, labor allocation, and order fulfillment. This role requires strong decision-making, clear communication, and the ability to maintain momentum during peak-season intensity.

Key Responsibilities

- Lead and coordinate daily harvest for CSA and wholesale orders
- Manage crew workflow, pacing, and quality control in the field
- Maintain accurate harvest counts and communicate crop availability
- Train crew members on harvest standards and efficiency
- Uphold Organic, GAPs, and food safety standards
- Assist Farm Manager with broader field operations (transplanting, cultivation, irrigation)
- Operate tractors and mechanized equipment as needed

Ideal Candidate

We are looking for someone who:

- Has 2+ years of vegetable farm experience
- Has 1+ year of crew leadership experience
- Understands harvest systems, workflow efficiency, and quality standards

- Communicates clearly and leads with steadiness and accountability
- Is physically strong and prepared for full-season outdoor labor
- Brings initiative, organization, and pride in producing excellent food
- **Can Speak English and Spanish**

Tractor experience, mechanical aptitude, and ability to drive manual transmission are strong pluses.

Compensation & Benefits

- **\$21.00/hour DOE**, with compensation reflective of experience and demonstrated leadership ability
- Overtime (time and a half) after 40 hrs/week
- Paid Sick Leave
- WA Paid Family & Medical Leave
- Workers' Compensation (L&I)
- Free/discounted farm produce
- Performance and end-of-season bonuses possible
- Potential for increased responsibility and year-round employment
- Housing assistance may be available

We are seeking someone who wants to grow with a small, efficient, and quality-driven organic farm.

To apply, email "**Harvest Lead 2026**" to info@springtimefarm.com with your resume and 2–3 references. Applications reviewed as received.