

Regenerative Roots

Summer Season Employee Position

Regenerative Roots is a certified organic, diversified vegetable and fruit farm located on 2 acres near Jefferson and Fort Atkinson. Our farm provides several dozen CSA shares each week, sells at the Fort Atkinson & Whitewater farmers' markets and sells wholesale crops to Willy St. Co-op in Madison & Middleton. With the exception of a bit of early season bed preparation, all of our work is done by hand or with hand tools, and there's plenty of work to do! Employee work is focused on harvesting, weeding, planting, and packing crops.

What you have to offer

Employees must have a strong work ethic, a positive attitude, be focused and observant, and work well with others. Employees should strive for speed and efficiency while maintaining high quality. Punctuality, preparedness, and flexibility are a must. Experience working on a production vegetable farm is a plus.

Challenges of farm work

Farming is fun and fulfilling work – physical work in the great outdoors, camaraderie with your co-workers, new things to do and learn every day. But the crops don't wait for us, and the weather doesn't either! And while there is an endless variety of tasks, sometimes a task can feel endless. So there are a few important things to be aware of that are essential to being a successful farm worker.

- You must have a strong work ethic and be able to do repetitive physical work outdoors in all sorts of weather, inclement and otherwise. 90+ degrees, humidity, and mosquitoes often team up against us. There is a lot of bending, kneeling, standing, and carrying. Being able to lift 40-50 pounds regularly is important. We're not a big farm, but picking beans, weeding carrots or transplanting tomatoes still takes a good bit of time! And the laws of gravity fully apply to crates loaded with butternut squash and onions.
- You must work carefully and be detail-oriented. We pride ourselves on having very exacting quality standards – CSA members and market customers love it, and our wholesale customers demand it. To the degree that we have any control over our farm (the weather being entirely beyond our control), we have been successful because our quality is consistently superior. We want to feel good about the food that we give to others.
- At the same time, you must be fast. Not sloppy, rushed, or careless, but quick and efficient. We strive to make our living by farming, and while we fully appreciate all the quality of life benefits of farming – being outdoors, eating great food, being physically active - time is money; and money pays you, pays us, and keeps the farm around for the next season. We're pretty fast, so you can watch how we do things. Efficiency is equal parts technique and attitude.
- You must communicate, cooperate, and have a positive attitude. We're a small farm, so we'll all be spending a lot of time together. Best if it's good time. There are few things more frustrating than work which was left undone or done poorly (and therefore needs to be re-done), or took too long and kept us from taking care of other important tasks.
- You do not need farming experience. A good work ethic is a far more important foundation. However, workers with experience are likely to start with higher pay and more responsibilities.

Employee Responsibilities

Work term: Mid-May or mid-June through late September, with some flexibility on either end due to weather and crop performance.

Work hours: Sunday, Tuesday, Thursday, 8:00am to 4:30pm with a 30-minute unpaid lunch break. There can be some flexibility in accommodating scheduling needs. We also have a few Wednesday shifts available during peak season.

Compensation: Starts at \$10/hour, commensurate w/ experience and performance.

Hiring Process

Please **email** us at farmer@regenerativeroots.com with the following:

- Your name
- Phone number
- Why you are interested in working here and why you would be good at this job
- Your availability (start date, end date, days/hours of week) – please note that if you're not available for the VAST majority of the work term listed above, we're not likely to consider your application seriously. No big summer vacations or going back to school in August.
- Upcoming days/times you would be available for an interview
- At least two work references
- Any other relevant information you'd like to share

If we're interested in talking with you further, we'll contact you to schedule an interview and work day.