



Position: Farmhand

Reports to: Farm Manager

Full time, seasonal March-December, with potential to transition into a year round position

Starting Pay: \$15-16/hr depending on experience

Other benefits: Paid holidays, paid vacation and personal days, 401k: After 1 year of employment you are eligible for a 401K company match (Fruition will match 100% of first 3% of salary, 50% of 4th and 5th % of salary).

Farmhand Position Overview:

Fruition Seeds cultivates resilience, focusing on the development and distribution of regionally adapted seeds and trees as well as sharing extraordinary resources and inspiration with our community and team..

We are seeking a full-time seasonal farmhand (March-December) to support all aspects of the Fruition Seeds farm operation with potential to transition into a year round position contributing to seed packing and distribution in January and February.

This position will focus on supporting all aspects of seed production including: greenhouse work, planting and isolation distances, hand pollination, breeding selection, disease and pest management for seed crops, high tunnel seed production, in-season crop management (fertility management, weeding, fencing and irrigation maintenance, field and pathway mowing, trellising), record keeping, seed harvest/ extraction, drying, and cleaning.

The Farmhand will work closely with a tight knit, dynamic and fun farm crew producing the highest quality, regionally adapted seeds to share with our community. Producing about 50% of the seeds that we share with our community on site, what we do and learn in our fields directly informs our work and the farmhand will be a crucial member of the team, providing real time feedback for learning and improvement so we can ultimately serve our community in better and deeper ways.

Every morning the farm crew will huddle together and prioritize tasks, so it is crucial that you are on time and willing to contribute to the planning and strategizing of daily farm tasks as well as executing them. Strong communication and social skills and a commitment to thriving interpersonal relationships on the farm crew and the broader team at Fruition is essential and highly valued. We are looking for someone who loves physical labor, being outdoors in all weather, and is always looking for a better way to get a job done. You must be kind, respectful, and empathetic to others. We love finding folx who find joy and have fun in all they do and can laugh with us. The more initiative you take and interest you show in this work, the more responsibility you will be entrusted with. Be sure to check out our [core values](#).

This role provides a unique opportunity to build experience in seed production, selection and breeding, especially if you stay for 2 seasons. Those staying for 2 or more seasons will also be given the opportunity to embark on their own breeding project with mentorship and support. (cont.)

Making organic gardening easier and more successful
7921 Hickory Bottom Rd. Naples, NY 14512
Phone: 585.374.8903
jobs@fruitionseeds.com
www.fruitionseeds.com





Farm Key Responsibilities:

Greenhouse, cold frame, high tunnel (30%)

- Support greenhouse seeding, watering, heating, cooling, pest control, hardening off schedules and work flow
- Assist with all high tunnel activities, (planting, ventilation, weeding, irrigation, plant maintenance and seed harvest)

Pollinations, breeding, selections (10%)

- Support all field pollinations for seed production, breeding and selection projects

Irrigation, fencing (10%)

- Assist with installation and maintenance of irrigation system
- Assist with fertigation, backpack spraying and irrigation schedule
- Assist with installation and maintenance of fencing system (includes baiting, testing and mowing fence lines)

Field and plant maintenance (30%)

- Work with the farm team to prepare and plant all crops
- Weed, mow pathways, set up trellising as needed
- Identify and treat as needed disease and pests
- Maintenance and planting of perennial seed gardens and fruit and nut orchard
- Support data collection and input records as requested
- Assist with all fall field cleanup and preparation for winter

Seed harvest and processing (20%)

- Harvest seed as it matures throughout the season including (garlic, shallots, flowers, tomatoes, pole beans, peppers, dahlias, watermelon, squash, cucumbers, potatoes... and many more)
- Support farm team with seed drying, processing and cleaning

To thrive in this position you...

- Have 2+ years of vegetable or seed crop farming experience and a passion and serious interest in pursuing a career in seeds.
- Deeply care about people, gardening & growing the change we wish to see in the world.
- Are an excellent listener and communicator.
- Value deep listening, conflict resolution, patience & attention to detail; you already cultivate these in your life.
- Appreciate a fast paced work environment and love to be challenged.
- Love to collaborate. You trust your team; your team trusts you.
- Have high expectations for yourself and your team.
- Bring inherent curiosity in plants and humans, enjoying learning and growing with others.

(cont.)

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- Find joy in organizing and improving workflow with your team.
- Problem-solve and organize with adaptability to deliver work with ease.
- Have the ability to multitask, prioritize and manage time effectively.
- Cultivate your ability to remain focused and positive, especially in challenging circumstances.
- Have the ability to lift up to 50lbs.
- Able to support the farm team in all weather conditions.

To apply:

Please send the following to jobs@fruitionseeds.com

- resume
- 3 references we can contact to learn more about your working style
- and briefly respond to these questions:
 - **Tell us about yourself, your interests, your longer-term plans, and why you want to join the team at Fruition.**
 - **What is one thing you wished your past farm positions offered and why?**
 - **Share one of your significant failures and what you learned from it.**

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