



WORK WITH US AT ROOTDOWN ORGANIC FARM IN PEMBERTON IN 2024!

Full and part time positions available from April/May-Oct/Nov.

1-2 Full time positions from May 1-August 31. There is some flexibility in start and end dates for the right candidates, so apply even if your availability does not line up perfectly!



Do you like:

- Spending time outdoors in all weather while working as part of a fun and dynamic team?
- Hard but deeply satisfying work?
- Contributing to the world in a positive, meaningful way?

If you said yes to these questions, we think you'll love working at Rootdown Farm in Pemberton, BC!

Rootdown Organic Farm is a fun, fast paced, positive place to work. We work hard in all weather (and yes, sometimes bugs), but have lots of laughs and good conversations while doing it, all while knowing we are making our little corner of the world a better place through organic agriculture. **Perks of the job include (but are not limited to):**

- Competitive wages (\$20-\$23/hr, Depending on Experience)
- Access to lots of free delicious organic veggies (2nds or what is in excess of the farm's needs)
- Being part of an awesome and dynamic community
- The chance to play (or relax) in the beautiful Pemberton Valley on your days off

- A season-end bonus for full time staff (May-October minimum) who stay until the end of their seasonal contract – this is calculated at \$0.25/hour worked, and is distributed at the end of your contract in October.

And for those actively looking to further (or develop) their skills in small-scale organic farming, you will have the chance to work alongside a variety of experienced farmers, and learn in one of the best ways - through doing! We welcome driven and motivated folks from a variety of backgrounds and always aim to foster a positive and entrepreneurial workplace environment.

ABOUT ROOTDOWN ORGANIC FARM

Rootdown Farm is a Certified Organic mixed veggie farm in the fertile Pemberton Valley that strives for environmental, economic, and social sustainability in all its operations. Established in 2009, we grow and sell 30+ different types of vegetables within Whistler and Pemberton through various sales channels (harvest boxes, restaurants, grocery stores). We are committed to serving our communities with high quality, healthy food. The farm is fast paced, exciting, and dynamic. There are daily and weekly deadlines, and work needs to be done efficiently. Because of this, we have strived over the years to improve our systems to make the work more enjoyable for all. We continue to refine these systems and welcome feedback from staff on an ongoing basis.

JOB DESCRIPTION

The work at Rootdown Farm varies widely over the season and depends on the specific position (full time/part time, partial season/full season, start/end dates), and prior experience. There is the option for staff to take on more responsibility as desired and with relevant experience and based on strong performance at work. Specifically we will be looking for someone to fill (or grow into) the following roles in 2024:

- Harvest Lead
- Wash/Pack Lead
- Greenhouse Lead

All positions WILL DEFINITELY include:

- Transplanting and weeding field vegetable crops
- Harvesting a variety of vegetable crops
- Repetitive work of some kind at times

All positions will also include some of the following tasks, depending on specific role, prior experience, and staff preferences and strengths:

- Tray and field seeding a variety of vegetable crops
- Watering and managing seedlings
- Using a wide variety of hand and small machinery tools, and/or tractors (with experience)
- Pruning and trellising crops in greenhouses and high tunnels
- Troubleshooting pest and disease issues in vegetable crops

- Applying organic fertiliser including compost to the production fields and greenhouses
- Assisting with field and greenhouse irrigation set-up, take-down and operation
- Washing and packing a variety of vegetable crops for various types of orders
- Giving direction and feedback to less experienced staff and/or a small crew of volunteers
- And more!

DESIRED QUALIFICATIONS/SKILLS/ASSETS

Our seasonal staff are integral to our business, and as such, we truly appreciate our team! Every year an amazing and diverse array of folks from various backgrounds put in many hours of their time, hard work, and energy into making Rootdown a viable farm that can give back to the community.

Farm experience is not necessary (though it is an asset), however we have found that folks with certain qualities do best when working with us. We are looking for individuals who:

- Are hard working and kind and committed to a drama free workplace
- Value and practice good communication skills with managers and coworkers, including giving and receiving constructive feedback well
- Have experience with physical labour and/or work in fast paced industries (landscaping, food service, kitchens, etc.) – this is an asset but not necessary
- Have a healthy body (especially back and knees) and the ability to repeatedly lift 30-40 lbs
- Practice good self care, especially in challenging working conditions (i.e. getting enough sleep, eating well, staying hydrated, etc.), so that they can complete the tasks at hand
- Come to work on time and prepared with appropriate gear (i.e. appropriate footwear, waterproof gear, sunhat, kneepads, etc.)
- Have the desire to learn new skills and then improve and get faster (and faster!) at them with practice
- Have the ability to be self motivated – will hustle and work quickly and efficiently to meet deadlines without constant supervision
- Can work independently or as part of team to accomplish common goals
- Take and give constructive feedback well
- May be interested in multiple seasons with Rootdown, with the option to take on more responsibility (if desired) in subsequent seasons
- **Are legally able to work in Canada at the time of application, or who have plans to independently gain a working Visa before the start date of their contract. Regretfully, we will not respond to applicants who do not meet this requirement.**

Please note that relevant experience is an asset, but is not necessary. If you do not yet have relevant experience but still feel you would be a good fit for our farm and are keen to work with us, tell us why! We are excited to hear from enthusiastic folks from various backgrounds.

COMPENSATION/HOUSING

- **The initial starting wage for all positions is \$20-\$23/hour depending on experience.** Raises may be possible given exemplary performance, or for staff returning for future seasons.

- **Options for basic staff housing may be available.** There may be some staff housing available through the farm (varying set ups). Please let us know if this is of interest. Preference will be given to applicants who already have, or who are willing to seek their own housing in the area.
- **Access to loads of free, organic veggie seconds/surplus** is also a staff perk, and if you are a vegetable eater (or want to become one!) this can save you quite a bit of money on your grocery bill. Not to mention the veggies will taste amazing!
- We also offer an **End of Season Bonus** for full time staff that complete their seasonal contract. This is calculated as an additional \$0.25 per hour worked for staff who work from at least May-October.

HOW TO APPLY/HIRING PROCESS:

Interested folks should send a cover letter and resume, **including references**, to the farm's assistant manager, Ariella, at admin@rootdownfarm.net. Please clearly indicate:

- Which position you are interested in - full or part time, preferred start/end dates, and if you have interest in taking on or growing into a Lead role.
- If you are under 30 and a Canadian citizen, as some of our positions are dependent on wage assistance funding with this requirement.
- If you may be interested in multiple seasons with Rootdown Farm.
- If no relevant experience, please tell us why you are keen anyway, and how you would be a great fit for our farm!

Qualified candidates will be contacted for interviews on an ongoing basis, beginning in January, until positions are filled, so if you are interested in joining our fun and positive crew, don't delay!

We look forward to hearing from you!

-Simone, Ariella, and TJ