



2024 Employment

About Intervale Community Farm

[Intervale Community Farm](#) (ICF) is a 55-acre community-supported agriculture (CSA) farm located on the Winooski River flood plain in Burlington, Vermont. Started in 1990, ICF grows about 22 acres of certified-organic vegetables, flowers, herbs and berries, with the balance in cover crops, infrastructure, and hedgerows. With about 650 summer CSA member households and 300 winter CSA member households, we are one of the largest and oldest CSAs in the region. All CSA distribution takes place at the farm. Find out more about ICF CSA shares [here](#).

ICF leases land from the non-profit Intervale Center, which stewards the agricultural resources of the Intervale and works to promote and support farming around Vermont. We are one of several independently owned and operated farms in the Intervale, and we work closely with the Center and with our neighbor farmers. Learn more about Intervale Center and our neighbor farms at intervale.org.

[Intervale Community Farm is a consumer co-op](#), owned by our 300 co-op member-owners, governed by a nine-member board of directors elected from the co-op membership. As a co-op, ICF exists to serve the co-op membership, not to profit the farmers, though farm profitability is key to our success. The ICF board sets the overall direction of the organization, while farm and business operations are the responsibility of the ICF staff. ICF has many objectives in addition to growing great food: fostering sustainable employment, advancing positive ecological practices, forging community connections within and outside of ICF, and promoting food access and food justice.

ICF strives to provide fair compensation, a rewarding working environment, and reasonable work expectations. Inclusion, empowerment, and robust communication underpin our work. While growing food is our focus, training aspiring farmers is one of the goals of the ICF, and education about farming is part of achieving this. Check out the details [here](#).

We are seeking several team members for our 2024 season, details on the next pages:

- **Full-season farm crew**, later April through late October
- **Summer season farm crew**, mid-May through late August
- **Full-year crew mechanic or mechanic trainee**, ongoing January-December.

Seasonal and Summer Farm Crew job description:

The seasonal and summer farm crew perform the daily work of planting, tending, harvesting and packing vegetables. Our seasonal team usually numbers 8-9, with many long-time returnees who have many years of experience at ICF.

Core work activities:

- Planting – field & tunnel transplanting
- Weeding --hoeing and hand weeding many different crops
- Irrigation – setting up, moving, and operating sprinkler and drip irrigation
- Crop care – trellising, pruning, covering, fencing, etc., in tunnel and field crops
- Harvesting – rotation selection of 35 crops for daily use and long term storage
- Washing, sorting, and packing crops -- for immediate CSA use, wholesale, and storage
- Distribution – setting up and staffing CSA pickups, managing PYO fields
- Cleanup – removing plastic mulch, moving containers and bins, tearing out tunnel crops

Qualifications:

- Previous farm employment experience
- Experience working long, physically demanding days in uncomfortable weather, while completing tasks quickly and thoroughly
- Ability to lift heavy objects repeatedly for extended periods
- Experience working as part of a close-knit team
- Experience working alone and self-motivating
- Strong interpersonal communication skills
- Farm equipment, groundskeeping equipment, and manual transmission skills are a plus

Expectations of All Employees:

- Employees arrive on time ready for any kind of work and communicate prior to any absences
- Employees listen and communicate readily and frequently with other staff and managers
- Employees work hard and work quickly, attending to quality and bringing a positive attitude
- Employees act respectfully and affirming to each other, CSA members, and the wider community
- Employees embrace the entire mission and whole picture of the Intervale Community Farm

Work averages 40 hours/week with rotating weekend shifts, with starting wages \$16.50+/hour, depending on experience. Vegetables and other farm produce are abundantly available. Housing and health insurance are not provided.

Intervale Community Farm is an equal opportunity employer. We are committed to creating a supportive and inclusive work environment for all employees. BIPOC, women, and queer & trans folks are strongly encouraged to apply.

To apply, email andy@intervalecommunityfarm.com detailing your interest and availability. Please include a resume and three job references as well. You may leave a voicemail message at (802) 658-2919 x4 if you prefer. Positions are open until filled.

Full-year crew mechanic or mechanic trainee job description:

The mechanic or mechanic trainee will work with the Farm Manager and outside resources to keep the Intervale Community Farm fleet of tractors, trucks, tunnels and buildings in good-enough condition through a mix of routine maintenance and significant repair. Some equipment operation is part of the position, as is involvement in general farm activities like harvest, weeding, irrigation, and so forth. We are seeking a full-time person but would consider a part-time employee if you are the right person.

Core Work Activities:

- Repairing and maintaining tractors, implements, and trucks to keep ICF machinery ready to work
- Repairing and maintaining buildings and fixed infrastructure
- Assessing and planning for larger repair and building projects
- Equipment operation – assorted tractor tasks from tillage to weed control to harvest
- General field operations: work alone and with others on irrigation, crop management, harvest and wash/pack
- Other farm tasks as needed

Qualifications:

- Previous farm employment
- Demonstrated mechanical interest and aptitude a must, farm mechanical experience a plus
- Experience working long, physically demanding days in uncomfortable weather, while completing tasks quickly and thoroughly
- Ability to lift heavy objects repeatedly for extended periods
- Experience working alone and managing own projects
- Experience working as part of a close-knit team
- Strong interpersonal communication skills

Expectations of All Employees:

- Employees arrive on time ready for any kind of work and communicate prior to any absences
- Employees listen and communicate readily and frequently with other staff and managers
- Employees work hard and work quickly, attending to quality and bringing a positive attitude
- Employees act respectfully and affirming to each other, CSA members, and the wider community
- Employees embrace the entire mission and whole picture of the Intervale Community Farm

Work averages 40 hours/week with rotating weekend shifts, starting wages \$18.00+/hour, depending on experience. Vegetables and other farm produce are abundantly available. Housing and health insurance are not provided.

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