



650 Suffolk Street G10
Lowell, MA 01854
MillCityGrows.org

Seasonal Farmhand

Full-time, Hourly, Seasonal

Start Date: As soon as April 1 and no later than April 15

End Date: End of October 2025

Position Description:

Join our team and earn a competitive hourly rate while learning regenerative agriculture skills on our beautiful urban farms. Bonus: you'll be supporting the community and the earth every day! We are looking for candidates who are driven to provide food for the community, eager to learn and able to adapt to change, and who enjoy working in a fast-paced, outdoor environment. This position is an intensive work and learning opportunity for serious candidates, seeking to broaden their knowledge of growing practices, and to trial their potential interest in a vital and fulfilling career. The Farmhand will report directly to the Urban Farm Manager (UFM) and will work alongside other team members, market gardeners, and diverse communities.

This role necessitates the capacity to identify challenges and develop viable strategies to achieve program objectives. It demands a dedication to fostering community and advancing equity and inclusion, as well as a genuine concern for and encouragement of team members. Candidates should exhibit a keen interest in and dedication to sustainability, alongside a passion for continuous learning and personal and professional development. The ideal candidate will be organized, positive, industrious, and enthusiastic about enhancing their skill set.

The Seasonal Farmhand will be required to assist with weekend watering duties on a rotating basis throughout the summer and early fall. These shifts consist of morning, mid-day and close, depending on the weather. At least two weeks notice is necessary when requesting time off.

Organization Description:

Mill City Grows (MCG) was founded in 2011 as a catalyst for food justice, ensuring that all people of Lowell have access to culturally connected food, land, and education. Our programs have grown from a single community garden to include: food, nutrition, and advocacy education for people of all ages; community, school, and market gardens; working urban farms; mobile markets and farm shares; and above all encouraging and supporting people to grow their own food. MCG infuses food production spaces with food education to increase food sovereignty, universal access to fresh produce, and promote environmental sustainability throughout Lowell.

Urban Farm Program Overview:

Using sustainable and organic growing practices, MCG's Urban Farms produce a wide variety of vegetables for a culturally diverse population. The farm grows produce for year-round food access programs. We grow on multiple sites across Lowell. These sites are collaborative spaces used by MCG staff, local growers, and volunteers. Most of our production and educational programming

occurs at a 4-acre site in Pawtucketville, a neighborhood in Lowell. In addition, we manage day-to-day operations at the RIST Urban Agriculture Greenhouse located on UMass Lowell's East Campus. This space is used for seeding production, winter growing, and other programming as needed.

Responsibilities: This is a non-profit, community centered farming operation. Therefore, all members of our team are ambassadors of Mill City Grows' mission throughout the community; you will build and strengthen our partnerships with community organizations, volunteers, and educational groups that visit the urban farm sites.

- Assist Urban Farm Manager (UFM) in all aspects of vegetable production; sowing, cultivating, harvesting, washing, and packing. Learn and practice proper techniques safely for all farm work as listed at multiple sites.
- Work alongside volunteer groups, market gardeners, and diverse populations.
- Participate in farm equipment training, including, but not limited to the use of hand tools and small motor equipment.
- Engage with farm visitors, addressing inquiries, and guiding tours across different farm areas as required. Offer comprehensive information about MCG programs during interactions.
- Participate in staff meetings, professional development, organization-wide events, and the organization's culture of philanthropy. Some administration work will be required.

Physical Demands: The physical demands outlined here are critical for the successful execution of this role and must be consistently met by all employees. Reasonable accommodations can be arranged for individuals with disabilities to ensure they can fulfill these essential functions.

- Ability to safely lift and carry 50 pounds repeatedly
- Prolonged periods of standing and/or walking
- Low postures such as stooping, crawling, kneeling, and crouching
- Exposure to various weather conditions

Qualifications: A genuine interest in community building and farming is crucial for success in this role. Experience in gardening or farming is advantageous, but it is not a prerequisite.

- We prioritize candidates who exhibit a strong willingness to learn and grow within the realm of urban agriculture, and we are dedicated to providing training to the right individual.
- Proficiency in taking direction, communicating effectively, following established plans, and consistently achieving daily goals is essential for effective performance in this position.
- The ability to approach challenges with a proactive problem-solving mindset, utilizing critical thinking skills to overcome obstacles, and offering constructive feedback to improve processes is highly valued.
- A positive attitude and the capacity to work collaboratively within a team dynamic or independently with minimal supervision are integral to success in this role.
- A valid ID and access to reliable transportation for commuting to MCG's offices or designated start points are preferred. The farm operation relies heavily on punctuality and consistency.
- We welcome candidates who possess a can-do attitude, a good sense of humor, and genuine enthusiasm for urban farming and community engagement. Adaptability, resilience, and a

willingness to embrace new experiences are additional traits that we value in potential team members.

- Familiarity with Google Suite (Sheets, Docs, Calendar) to manage schedules and inventory.
- Excellent communication skills. Access to a smart phone is preferred—we communicate through multiple mediums including, Google Chats, email, text messages, and phone calls.
- Bi-lingual in Khmer, Spanish, Portuguese or any other language is a plus.

Compensation: \$20 per hour, up to 40 hours per week paid bi-weekly

- This position is not expected to receive overtime
- 24 hours of Personal Day
- Accrued Vacation Time
- Accrued Sick Time
- Six (6) Legal Paid Holidays
- PFML State Program benefit that offers up to 26 weeks of paid leave upon enrollment eligibility
- Fresh produce from the farm
- Eligible for enrollment in our 401K program
- Eligible for health, dental and vision insurance with 75% paid by company if working over 30 hours per week.

To Apply: Please send your resume, cover letter, and three references upon request to hr@millcitygrows.org with the subject line “Seasonal Farmhand”

Mill City Grows is an Equal Opportunity Employer that is committed to creating a multicultural organization. We actively seek a diverse pool of candidates for this position.