

Farm Description and Job Qualifications

At GVB Farms, we search out enthusiastic, motivated, hard-working, dedicated help. We need people who can bring a positive attitude and good work ethic to our farm.

Previous farm experience is preferred but not required.

What follows is a general overview of our farm season. We do have specific qualifications for the different jobs we are looking to fill.

We are looking for people who can work quickly and efficiently, but who are also careful and able to follow directions. It is essential that you can work both well with others and independently. The work is physically demanding (you must be able to lift at least 50 lbs multiple times every day as well as bend over while weeding/harvesting all day long) and attention to detail is critical. You need to move around the farm quickly. We have a strong emphasis on quality at GVB and you must be able to help us maintain this high level of quality.

Work varies with the season but can often be repetitive. For example, we cut greens all morning long, pick heads and bunch greens for a couple of hours, lift and bunch carrots and scallions for a couple more hours, then pick tomatoes and/or beans and summer squash for the rest of the day. You must also be punctual and be able to work in all weather conditions. Be prepared for rain, hail, snow, intense sun, wind, cold and heat—layers are a good idea every day here!

We try to pay our workers fairly and in return we expect people to work hard and be committed to the farm. Working at GVB is different from the average 9 to 5 job. For example, we may have to work into the evening in order to get transplants into the ground and then watered in or to get everything ready on Monday for Tuesday deliveries, etc...

In short, you must be reliable and commit to a successful farm season at GVB Farms. Sorry, but the mid summer vacation does not work with us, our crew, or the farm.

In 2018, we will hire 8 full time employees, (April to mid June start), and 6 part time harvest crew, (Late May to mid June start), and though we no longer offer an official internship here at GVB, there are abundant opportunities to learn about the farming alongside Jacy and Matt and returning farm hands, working the field harvest, cultivating, and other farm tasks.

Types of Farm Work

All of the following are important tasks on the farm. To the extent that you are suited to each of these tasks, you may be asked to participate in:

- Harvesting: Much harvesting is done by hand and scissors or knives, some machinery aided harvest with bed lifters, hydraulic potato diggers, lettuce harvesters. This is our primary work load.
- Primary and Secondary Cultivation: Tractor cultivation, wheel hoes, stirrup hoes, linear hoes, hand weeding. Weeding is our secondary work load.
- Planting: Transplanting with water-wheel transplanter, lots of hand transplanting, direct seeding with the Sutton Jr (the beast!) and the Jang..
- Irrigation set-up, Mostly overhead handline and some drip.
- Greenhouse seeding/potting up; Microgreens seeding/harvesting.
- Trellising Tomatoes and Cucumbers.
- Wash area work: Washing, bunching, quality control, packing, etc...keeping a keen watch on cleanliness of your self and of the wash/pack area.
- Farmers Markets: Attend once or twice monthly with Danielle or Jacy. Saturdays 6am to 2pm.
- Restaurant/CSA/Market Harvest: Harvest, clean, and pack orders, deliver to area restaurants and local families.
- Animals/Maintenance: Rotate chickens and lambs on pasture. Mowing, miscellaneous maintenance.

Weekly Schedule

Spring farm work includes transplanting, seeding, working in the greenhouses, organizing for the coming busyness, and harvesting a little for restaurants. It is prep time really, and we are able to spend time getting to know one another, building our teamwork, and strengthening our bodies for the summer ahead. We usually start at 8, are finished by 5, and have a few rain days off and a few “hurry and get all this in before the rain” long days.

Farm days start at 7am daily from late May to early October. At the beginning and end of the season it is too cold and dark to start this early, so we move the start time later. We focus our harvest days to Monday, Wednesday, and Friday, though there will be some off day bean or summer squash harvests. We are usually done by 5:30-6pm except for Mondays, which can run longer.

In early June our farmers markets and summer CSA seasons start up, and our busy season begins. Work starts promptly at 7am to get a jump on the day (occasionally 6am with infrequent hot hot weather, upper 90's and over), and our schedule begins to look like this:

Monday: CSA, market, and restaurant harvest, washing, and packaging. Usually to 7 pm.

Tuesday: Deliver CSA and restaurant produce. Field work with seeding, weeding, transplanting.

Wednesday: Same as Monday, not quite as long.

Thursday: Deliver produce/ field work, weeding, seeding, transplanting.

Friday: Same as Monday, plus Market harvest/wash/pack. Usually to 6 o'clock.

Saturday: Deliver produce to restaurants and Bozeman Farmers Market-One person rotates to the 9-12 market with Danielle, 6 am-2 pm for the farmers, wash bins, clean up. Field cultivation, irrigation, greenhouse work.

Sunday: Light harvest of summer crops, irrigate, get prepped for the week ahead.

We do need 2 crew members for Thursday through Monday schedules.

Seasonal Schedule

Employees will work from April/May into October, possibly November. Hours will change as the season progresses.

April, we plant our first field planting of roots, greens, peas etc. at the farm in mid to late month. In the greenhouse, seedling production will be in full swing and some crew members will be involved in planting tomatoes and cucumbers in hoop houses and greenhouses. We get the tractors in to the field as soon as is safe for soil conditions, spread fertilizer, move hoop houses, finish lambing, get the chickens on to fresh pasture, repair handline, set up T-tape...

May is busy with brassica transplanting, weekly greens and roots seeding, trellising peas in the field and tomatoes and cucumbers in high tunnels, keep up with seedling production, and get ready for frost free growing some time in late May. We also lay plastic mulch at our satellite fields for pumpkins and winter squash and at our home fields for field tomatoes and peppers. Late May brings the first field greens harvests along with some radishes and other quick growing or early started roots for restaurant sales.

June: Irrigation starts up in earnest by mid June, occasional before that. CSA and summer farmers markets start up in the first week of June, so increased harvest on MWF, lots of transplanting by hand and behind the water wheel. Weekly seeding continues, and try to keep up with the weeding.

July: Spring crops like peas, spinach, and radishes are finishing up by mid month and simultaneously, carrots, strawberries, beans, and summer squash are added on to the weekly rhythm. Restaurant sales also ramp up with more tourists in town. Crazy busy commences by late July with continued weekly seeding, harvesting everything, weeds taking off and taken out, and many crops to harvest, wash, and pack. There are a few on-farm dinners scheduled in July.

August: In August more new crops are ripening. Summer squash and cucumbers are prolific. field melons and tomatoes begin to ripen. By the end of August the amount we harvest can seem overwhelming. Some years, we have an early frost by late month. Weekly lettuce head transplanting is done with, but weekly seeding continues through the end of the month. The farm is at peak production and at peak sales.

September: Early September almost always brings a first killing frost, but we continue with greens and roots harvesting, and start to bring in some long season crops like winter squash, onions, and storage roots. Get ready for pumpkin patch at RCF. Weeding and watering drop off with the colder nights and shorter days, the beans, basil, and summer squash are certainly done by now

too! Last CSA day is the last week of September this year and summer farmers markets are done by then too. School tour frequency increases at Rocky Creek Farm.

October: Restaurant sales and deliveries continue. Our pumpkin patch opens by October 1st and is open for the entire month. Bozeman Winter Market starts up for an every other Saturday winter schedule through April. Days get shorter and we have less daylight to work. We still have clean up of field plastic to do, plant garlic, move mobile high tunnels over winter spinach beds, and cure and store onions, potatoes, and winter squash among other things.

November: Winter CSA commences and vegetable work continues for some seasonal employees up through the week of Thanksgiving. We continue to harvest and pack for the mid week CSA distribution and for restaurant twice weekly deliveries through the winter.

During our entire season there is always something to do, and usually too much to do. We occasionally get everything done and to achieve that, every day is important. If that day's work is not done it becomes hard to catch up. Crops get lost to the weeds if we are not careful. Our success and ability to farm from year to year rests on having diligent workers who are efficient with their time. Jacy and Matt work a lot plus they raise their children. Most the farm workers work 40-50 hours and managers work 50+hours throughout much of the season. Please make yourself available for all scheduled shifts from Mid July until CSA is done in late September. Absent employees during these times are a hardship for all other farmers as well as the farm. Before and after that, we are flexible in scheduling time off in concert with everyone else including the Farmers in Charge.

Farmers Markets

We will request that you make yourself available to work one Saturday farmers market monthly from June to September. We will post sign-up sheet for each month.

A typical Saturday market day starts off at 6 am at the farm. We pack up our sprinter van and head 3 miles to town to unload the produce that we bring to market. It's important to work quickly and efficiently and to follow the procedures that we repeat each week. We have just enough time to get our stand ready for the market opening at 9am. Throughout market you will remain busy bagging, stocking, cashiering, organizing, or doing the juggling act of all these things. We work hard to keep our stand stocked and looking good until the end of the selling; after this we clean up and load our vehicles and typically leave by 12:30. We head back to the farm, unload and inventory produce, and wash bins, and finish by 2 o'clock or so.

Learning Opportunities

We often hire people who would like to make a career of farming, either as a farm manager or on their own farm. A number of previous GVB employees have gone on to start or run successful farms of their own. We are happy to show you as much as we can about how our farm works so you can apply it to your future farming business.

One of our goals is to help a few farmers starting new farms of their own. We are after many years considered veterans of sustainable farming, having started our farm in 2003 with a rented few acres and a \$3000 loan on a pick up truck. Since then, we've been able to make our way to a full time and then some living off of the farm (2007), buying our own land (2008), and then building a home/barn, greenhouses, high tunnels, walk in cooler, pack house/wash shed, investing in tractors and lots of machinery, and building a business in a small town that employs 6 people year round with a host of seasonal employees. The most recent achievement for us has been the purchase of the neighboring 50 acre Rocky Creek Farm.

Much of farming is best learned by observation. A lot of farming is in knowing what things to do when during a season and learning to fit all the pieces together. Working on a farm with existing systems gives you a starting point for production techniques. Our way is not the only way, but it works for us. We grow a diversity of crops which will give each employee a basic familiarity with those crops. You will learn about each crop and how it grows, what it should look like, and often, how to prepare it. The learning is slow but by the end of a season you will have absorbed a lot. You will have experienced how hard farming is and will have a feel for what needs to be done when during the season. We try to give employees who are interested and have some talent for that sort of thing some tractor experience, starting with a rototiller and progressing from there. All employees who want to work some farmers' markets will get the chance. In the past we have shared any information with employees who have expressed an interest. This includes planting dates, varieties grown, financial information, etc. Financial information could be especially helpful to employees who are working on budgets to begin their own farms. Farm finance is a critical part of learning to farm. We have also encouraged our returning employees to participate in the planning and management aspects of the farm. We love farming, being outdoors, and growing vegetables. Some of the challenging parts are the planning, record keeping, bookkeeping, and marketing. However, these are essential skills that are critical to the success of a farm.

Personal Life

We know that each employee has a personal life outside of the farm. At the same time, farming takes dedication to the job that is often not required at other jobs. Farming is all-consuming and does not allow for too much of a social life during the farm season, but managing your life so you have fun is important. We

personally work hard as well as play hard and find that they complement each other. However you find your rejuvenation to be able to work well is up to you and must be done: Cooking a good meal and resting may be your best option to prepare for the next day. Perhaps it is in riding or running up a mountain after a long day in the field.

Employment Details

There is no smoking at the farm and that or drug use at work will be grounds for dismissal. If you smoke off farm, please wash your hands before coming to work. Much of our communication at the farm occurs via cell phone. It may be helpful to have, but please use it for work-related communication while you are working. Our season runs from April/May into early November and we need people who are willing to commit to the entire season. There is some flexibility with the start/finish dates.

Employees will be allowed to take one week off during the season, but we cannot accommodate this time off from mid July to mid September due to the increased level of work at the farm during this time. Mondays are a mandatory day at the farm because this is our busiest harvest day. Long weekends are possible on occasion with not more than one crew member gone on those days.

Application

We have specific applications: If you are interested in one of the following positions, send an email to matt@gallatinvalleybotanical.com

Farm Labor: Several positions available.

Harvest Crew Leader: One position available.

Irrigation/machinery/animal position: Unavailable at this time.

Thanks for your interest in GVB Farms!