

**Position Title:**

Crew Leader

**Position Details:**

One (1) full-time, year-round Crew Leader

Robinette Farms is a diversified small-scale family farm located in Martell, Nebraska, just 15 minutes from the capital city of Lincoln. We grow over 80 varieties of vegetables on about 10 acres, run a micro greens operation, custom graze cattle and raise hens on pasture for eggs. Robinette Farms runs a 200 member Community Supported Agriculture (CSA) Program, the Sunday Farmers' Market at Union College in Lincoln, and sells wholesale through Lone Tree Foods. All of our goods are grown or raised using organic and sustainable methods, and we are on the path to becoming Certified Organic by 2019.

The Crew Leader position is the next step beyond a Field Crew position for someone interested in running their own farm or managing a farm for someone else. This position is intended to provide an opportunity to gain further experience in decision making, managing people and time, and working on building the skills necessary to start your own farm or manage a farm.

The primary responsibility of the Crew Leader will be to implement the daily plan set by the Farm Managers through directly supervising our Field Crew Members during daily field work. With guidance and support from Farm Managers, the Crew Leader will ensure that all tasks are completed correctly, efficiently and safely while maintaining a positive and supportive work environment for Field Crew Members. This requires a combination of being able to follow directions, pay strong attention to detail and being able to make strong independent decisions while remaining flexible and adaptable to changing situations. The Crew Leader must be willing and able to lead by example in the quality of their work and set the pace when transplanting, harvesting, post-harvest handling and processing, greenhouse work, cultivation, and other farm tasks. At times, the Crew Leader will be expected to keep the farm running smoothly and efficiently in the absence of other Farm Managers.

An ideal candidate should have excellent communication skills and be comfortable supervising a small crew, holding a group accountable to efficiency and quality standards and working on or around medium sized farm equipment.

**Responsibilities:**

- Leading and motivating the Crew through daily field work including seeding, transplanting, hoeing, trellising, hand weeding, greenhouse work, harvest, post-harvest washing and packing, and other field projects
- Ensuring tasks are completed correctly, efficiently, and safely with attention to detail and quality standards. This includes training Crew Members and Apprentices in proper techniques and managing transitions between projects to maintain a good workflow and pace throughout the day
- Maintaining a good attitude and contributing to positive team morale
- Maintaining harvest logs and ensuring proper records are kept and farm policies are followed
- Safely operating tractors, trucks, trailers, wagons, and other farm equipment
- Assist scouting for pests, diseases or other problems encountered during daily harvests and communicating crop conditions, abundance or scarcity to the Farm Managers
- Keep the farm running smoothly in the absence of Farm Managers, which includes independent decision-making and good time management

- Be above average in productivity and be able to set a pace for others to follow
- Attention to detail, and an understanding of produce quality standards and comfort with quality checking co-workers
- Must be able to fill-in for shifts in case of Crew illness or emergency
- Maintain a clean and sanitary working environment
- Assist and lead distribution of produce to CSA, wholesale and Farmers' Markets

### **Team Management:**

- Excellent sense of pace and urgency associated with task completion
- Punctuality and strong time management skills
- Ability to lead and a desire to teach and inspire Crew Members
- Upbeat positive attitude and desire to set a positive daily tone for the Crew
- Ability to listen and communicate with Crew Members in an effective way
- Ability to quickly pick up new concepts and techniques and then teach them to others
- Willingness to learn and work within existing systems infrastructures

### **Personal Requirements:**

- Attention to detail and strong organizational and observation skills
- Strong communications, motivational and managerial skills
- Positive and energetic disposition with strong interpersonal skills
- Ability to work well in both a team setting and independently
- Ability to take direction, accept constructive feedback and to ask for help when needed
- Strong customer service skills
- Good record keeping skills
- Ability to multi task and think ahead
- A desire to continue their farming education

### **Physical Requirements:**

- Ability to repeatedly lift 50lbs
- Ability to repeatedly kneel, bend, and squat
- Ability to withstand exposure to varying weather conditions
- Ability to withstand prolonged standing or walking

### **Qualifications:**

- Various tractor and equipment experience and proficiency in attaching 3 pts/PTO equipment (ideal but not required)
- Strong physical work ethic, stamina to work long hours and the ability to work for long durations in inclement weather
- Physical strength, problem solver, good health, and team player with positive "can-do" attitude
- Physical and emotional maturity to meet uncertain job demands as well as represent the Farm as a whole
- Prior experience that is applicable to this position; minimum of 2 years on a Farm Crew
- A valid driver's license and a clear background check
- In person interview and farm visit is required

### **Schedule:**

Typically 40-50 hours per week. We work Monday through Friday and Farmers' Market on the weekends. Longer hours during the main growing season and shorter work weeks during the colder months.

**Compensation and Benefits:**

This is a full-time, year-round position. Compensation is dependent on experience. Expected salary range is \$12-15/hr, DOE. Paid bi-weekly. Full time employees also receive a weekly share of vegetables, and eggs on a bi-weekly basis. Housing is not available for this position. All workers are covered by worker's compensation.

**Reports to:**

Farm Managers

**To Apply:**

Please complete an application, resume upload, and 3 references using the forms on our website at [www.robinettefarms.com/job-descriptions](http://www.robinettefarms.com/job-descriptions). Please email a letter of interest to:

Chloe Diegel and Alex McKiernan

Robinette Farms

farmers@robinettefarms.com

*The responsibilities & duties listed above are intended to communicate general priorities of this position, but should not be understood as an exhaustive list of all work requirements to be completed at Robinette Farms. Farms require flexibility! We are committed to training, developing, and promoting from within the business based on performance. Robinette Farms provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sex, national origin, age, disability, genetics, marital status, or sexual orientation.*