The Centre for Sustainable Food Systems at UBC Farm
Position Title: Field Worker

POSITION IDENTIFICATION

Position Classification: Miscellaneous Farm Worker
Position Title: Field Worker
Faculty: Land and Food Systems
Department: The Centre for Sustainable Food Systems at UBC Farm
Position Number: 30757

POSITION FUNCTION

The Centre for Sustainable Food Systems (CSFS) at UBC Farm is a 24-hectare teaching, research and community farm located on the University of British Columbia's Vancouver campus. Embodying UBC’s aspiration to be a “living laboratory”, the CSFS at UBC Farm provides experiential learning opportunities for students, community members and the general public and strives to explore and exemplify how land, food and community are brought together to create healthy and sustainable food systems. More information about the CSFS at UBC Farm can be found at www.ubcfarm.ubc.ca.

Field Workers support the UBC Farm and CSFS by assisting with day-to-day crop production and land stewardship activities. At the moment, we are hoping to hire someone to assist primarily with the production of field Brassica crops and hoop house crops (cucumbers, tomatoes, peppers and eggplants).

WORKING RELATIONSHIPS

Reports to a senior member of the field team who has responsibility for a particular set of crops. Works closely, in a collaborative environment, with other UBC Farm staff.

WORK PERFORMED

• Assist with field production tasks – seeding, transplanting, pruning, irrigating, pest and weed management, and harvesting.
• Assist with general farm tasks – mowing, livestock assistance, basic construction, cleaning, etc.
• Assist with post-harvest tasks – washing, sorting, packaging and preparing produce for sale.
• Assist with in-field direction of volunteers and students.
• Performs other operational duties as required.

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EXERCISING JUDGMENT/IMPACT OF DECISIONS

The Field Worker is a representative of the CSFS at UBC Farm and the Faculty of Land and Food Systems. This individual's approach and delivery of information in dealing with the general public and a variety of site users present at the CSFS at UBC Farm reflect on these units. Therefore, ensuring a high regard for professionalism, safety, and adherence to UBC policies is of considerable importance.

When operating powered equipment, including tractors and field implements in a variety of field conditions and weather, the Field Worker will need to critically assess each operation before proceeding in order to ensure the safety of all individuals involved. When using high-powered equipment, poor judgment of the operating conditions and context can result in injury or death. Safety orientations and training will be provided before the assignment of tasks that require the use of such equipment.

Day-to-day decisions regarding crop planting, care, and harvest have a considerable impact on crop quality and timing, which in turn impacts the financial viability and teaching quality of the CSFS at UBC Farm.

SUPERVISION RECEIVED

Reports to and works under the general direction of a senior member of the field team who has responsibility for a particular set of crops. The Field Worker must show a moderate degree of autonomy and be able to make minor in-field decisions independently, but will review major decisions with and defer high-impact decisions to their supervisor.

SUPERVISION GIVEN

The Field Worker will not supervise any employees. They may occasionally provide field direction to volunteers participating in the Urban Farmers Volunteer Program and/or students participating in the Practicum in Sustainable Agriculture. This individual will be responsible for delegating tasks to the volunteers and/or students and providing informal feedback and guidance as needed.

WORKING CONDITIONS

Work takes place both indoors and outdoors at the UBC Farm. Outdoor duties are performed in all kinds of weather, involve manual field work and may entail the use of a wide variety of equipment and machinery. Large heavy machinery includes tractors, discs, rototillers, ploughs and compost spreaders. Smaller equipment includes brush cutters, backpack sprayers, pressure washers, powered shop tools, hand tools, and small lawnmowers. Potential hazards include falls, cuts, burns, exposure to vibrating and/or noisy equipment, repetitive motion injuries, exposure to pesticides, and exposure to inclement weather.

Scheduled work days may change though the season.
When special events or circumstances require, work may be performed after normal business hours.

**MINIMUM QUALIFICATIONS AND SKILLS**

**Education:**
- High school diploma.
- Post graduate education in a relevant discipline is an asset.

**Experience:**
- Prior gardening/ farming experience. One growing season in organic, diversified vegetable/fruit production preferred.
- Demonstrated leadership experience; able to comfortably provide hands-on group and individual instruction to students and community members of diverse ages and backgrounds.
- Experience working within a large public-sector organization (i.e. a university or government organization) is an asset.

**Skills:**
- A broad base of technical skills in the areas of horticultural production, soil and landscape management, farm equipment use and maintenance, computer use, and/or animal care in a mixed farm setting.
- Strong organizational skills; able to identify and prioritize tasks with minimal supervision, work independently, and take initiative.
- Must be physically fit, able to lift approximately 50lbs, and have a flexible schedule.
- Familiarity with the UBC Farm site, and the CSFS at UBC Farm vision, mission and operations is an asset.
- Valid Class 5 driver’s license is an asset.
- Demonstrated ability to work quickly, efficiently and calmly in high-stress settings for long hours in any weather and bring tasks to completion on time.

**POSITION DETAILS**

**Start and End Dates:** April through October with the possibility of extension

**Hours Worked:** Full time (35 hours/week, Tuesdays to Saturdays)

**Wage:** $15.16 - $16.77 per hour (commensurate with experience)

**HOW TO APPLY**

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• Email, as a single PDF document, a cover letter and a resume clearly detailing your experience and qualifications for this position to Elena Donskikh at elena.donskikh@ubc.ca
• Ensure your email subject line clearly refers to the Field Worker position.
• Ensure your name and the position title are included in the PDF file name.
• The application intake period will remain open until the position has been filled.
• Only applicants selected for interviews will be contacted. Please no phone calls or emails.

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

All qualified candidates are encouraged to apply, but Canadians and permanent residents will be given priority.