



Apprentice Job Posting

Full-time, seasonal position

Expected Schedule

July – November: Average schedule of 32-45 hours/ week (Wednesday - Saturday 8:00am – 6:00pm)

Benefits & Pay

Paid sick time, paid time off, paid wellness days, cell phone stipend, gear reimbursement, retirement benefits, & seasonal produce. The pay range for this position is \$18/ hour and overtime (1.5x hourly rate) is paid for time worked over 40 hours/ week.

About

Boston Area Gleaners is a regional food systems organization working at the intersection of farming, food waste, and food access. We focus on meeting the immediate needs of families who lack access to affordable, healthy food while also addressing the systemic causes of food insecurity. We also own and operate Stonefield Farm in Acton, Massachusetts.

An Apprentice is responsible for harvesting and repacking produce for distribution to food access partners and Food Hub customers. This job description is intended to convey information essential to understanding the scope and nature of the work.

Boston Area Gleaners is an equal opportunity employer with a commitment to a diverse workplace. We recruit, train, and promote candidates based on their qualifications regardless of race, color, religious creed, gender, gender identity or expression, sexual orientation, national origin, ancestry, age, disability, veteran or military status, genetics, or other status protected by state or federal law.

Primary Responsibilities

Gleaning & Repacking

- Assist with gleaning and repack trips by preparing supplies, communicating clearly with farmers, setting up for the trip, truck organization, and record keeping
- Harvest and pack produce on local farms with the assistance of volunteers
- Ensure handling, packing, and quality standards comply with the Gleaners' food safety plan
- Post trip tasks include unloading product, organizing, and sorting supplies/ tools, and sweeping out the truck box

Volunteer Management

- Assist Trip Leader with Instructing volunteers on proper handling, packing, safety, and quality standards during harvests
- Motivate groups of volunteers to achieve harvest goals while maintaining a positive volunteer experience
- Manage and direct volunteers with varying levels of experience to ensure the protection of private property, the personal safety of volunteers, and that efficient labor is applied to the job at hand

Education

- Contribute to discussions and be eager to learn in a variety of environments including on-farm and at partner agencies
- Design and present an end-of-season gleaning project as a reflection of your apprentice experience
- Volunteer for farmers and agencies, assisting with a variety of tasks

Additional Responsibilities

- Assemble packaging including banana boxes in preparation for upcoming packs
- Regular cleaning and sanitizing of tools, supplies, and facility spaces
- Assist our Operations and Farm Teams with a variety of needs

Skills

- Basic Smart Phone competency

Preferred Qualifications & Experience

- Demonstrated interest in food systems, food access, and/or farming
- Experience working in a fast-paced environment
- Customer service or similar experience
- Interest or knowledge of local fruit and vegetable varieties
- Experience leading others and motivating them towards a common goal
- Physical ability to lift 50 pounds repetitively and be on your feet for most of the day
- Able to work in a variety of weather conditions from hot, humid summer days to cold, wet fall days
- Ability to follow instructions and to clearly express ideas in a concise and professional manner
- A fun, energetic, team-oriented attitude