

## **Full and By Farm 2024 Farm Positions:**

Full and By Farm is a small draft-powered farm producing vegetables, dry beans, beef, pork, chicken, eggs, and maple syrup for our 70 year-round local CSA members. We are entering our 16th year in business and are excited about turning our focus more fully towards climate resiliency and early succession planning. We are looking for team members who share our love of farming with old techniques in modern times and who are looking to possibly take on a bigger role in their next farm job. In 2024 we are beginning a transition away from tillage and towards permanent beds for our roughly 2 acres of vegetables. We'll work on improving our animal compost and green manure systems to keep nutrients cycling optimally on the farm, while continuing to provide great care for our pastured livestock and the best possible quality in our produce.

At Full and By Farm we strive to produce the tastiest food with the most sustainable organic methods—minimizing petroleum inputs like plastic mulches, raising animals in as humane and natural a setting as possible, limiting packaging and transit, and keeping medication and pesticides out of our food and our environment. We farm holistically—believing that all aspects of the farm are connected—minimizing outside inputs and producing food for our livestock, "fuel" for the draft animals, and compost for our fruits, vegetables and grains.

**Compensation:** \$15-\$19 per hour commensurate with experience and farm responsibilities.

**Housing Available:** We have a small, heated, one-room cabin with kitchenette and outhouse located on the farm for rent, \$300 per month. We're also happy to help connect you with other rental options in the area.

### **Position #1: Vegetable Grower**

**Starts:** Early April

**Ends:** End of November, potential to become year-round

**Job description:** A great opportunity for someone who has a couple of seasons under their belt and would like to deepen their skills and relationship with a farm. Experience with no-till, permanent beds and composting systems are a strong plus but the willingness to dive in, learn and contribute to new systems is just as valuable as we transition away from tillage centered practices. Experience with draft horses is a bonus but not necessary. You will take part in every step of vegetable production from compost-making and bed prep through harvest and post-harvest preservation of veggies for our winter CSA. This position has the opportunity to grow into a year-round, management position with an eye towards long-term succession for the interested person.

## **Position #2: Summer Farm Employee, full or part-time option**

**Starts:** Late May or Early June

**Ends:** End of August or September

**Job description:** 20-40 hours per week. Our Summer Farm employee will spend the majority of their time in the vegetable fields and will also jump in on animal chores and other farm wide work as needed. Tasks include transplanting, weeding, cultivating, harvesting and post-harvest handling with some animal chores and haymaking. This position offers a great opportunity to experience the diversity of work we do and requires the ability to stay on task—working independently and efficiently at repetitive tasks.

## **Position #3: Livestock Manager**

**Starts:** April

**Ends:** December, preference to become year-round

**Job description:** An opportunity for a farmer with animal husbandry experience to move into a longer-term position with the potential to fully manage the livestock end of this business or to split it off into your own independent, collaborative business. In 2024 this person will provide the primary care for a flock of laying hens and small groups of pigs, broiler chickens and steers—all on rotational pasture. You will be responsible for coordinating daily chores, organizing chick and piglet orders, managing feed and hay making, monitoring and addressing animal healthcare needs and coordinating/taking part in butchering. Experience with draft power and butchering is a bonus but not necessary. This person should be able to work one weekend day as part of their regular work week. We have good infrastructure, equipment and a dedicated CSA in place, and there is a lot of opportunity to grow this business and make it your own.

**For more information and a complete job description:**

email [fullandbyfarm@gmail.com](mailto:fullandbyfarm@gmail.com) or call 518-420-9335