



Field Crew

Counter Culture Organic Farm

BACKGROUND

Counter Culture Organic Farm is a ten-acre USDA Certified Organic farm located in Hale'iwa. Our operation is run by a small group of farmers with a passion for local agriculture. We grow diversified produce, raise Animal Welfare Approved chickens for eggs, and create value-added products, such as cornmeal and dried fruit. We currently market our products at the Saturday Kaka'ako Farmers Market as well as through our sister company, Farm Link Hawai'i.

JOB DESCRIPTION

Counter Culture is looking to hire a motivated, hard-working, and detail-oriented person to join our farm crew in Hale'iwa. Every member of our field crew is responsible for a variety of jobs, including field work, greenhouse work, poultry management, assisting at the farmers market, deliveries, and more.

Hours and schedule

- Schedule: 4-6 days per week, minimum of 5 days per week preferred
- Hours: 8am–5pm, except farmers market shift 5:30am–2:30pm
- Term: 6 month commitment required with option to continue employment upon completion

Responsibilities

- Preparing beds, seeding, transplanting, weeding, hoeing, managing irrigation, and other general field work
- Producing transplants and other nursery work
- Harvesting, washing, and packing produce
- Collecting and washing eggs, poultry care
- Assisting at our weekend farmers market
- Utilizing and updating paperwork to record tasks completed

Required qualifications

- Good communication skills
- Punctual
- Ability to work outside in all weather conditions (tsunamis excluded)
- Strong work ethic, motivated, and positive attitude
- Flexibility and desire to learn new methods and farm systems

- Conscientious and able to work with all kinds of people
- Strong back and knees
- Excited to improve the local food system in Hawai'i

Preferred qualifications

- Previous farming experience
- Ability to safely operate heavy machinery, such as a 16-foot refrigerated box truck and 50-hp tractor

Compensation and benefits

Starting pay is \$12/hour plus medical benefits as well as free fruits, vegetables, and eggs from the farm. Two weeks paid vacation per year. Housing is not included. Further opportunities for growth will be based on exemplary performance.

HOW TO APPLY

To apply, fill out the Application for Employment on the following pages and email completed application to rob@counterculturehawaii.com. Must be willing to submit to background/drug checks and provide employment recommendations, as needed.

For questions or clarifications email rob@counterculturehawaii.com or call Rob at (808) 224-1905.

Application for Employment Field Crew

Counter Culture Organic Farm
P.O. Box 384
Waialua, HI 96791
rob@counterculturehawaii.com

Please send this application fully completed to the above email or mailing address. Incomplete applications will not be accepted.

Today's Date: _____

Full Name: _____

Address: _____

Phone Number(s): _____

Email: _____

Are you 18 years of age or older? _____

Are you eligible to work in the United States? _____

1. Where did you hear about possible employment opportunities at Counter Culture Organic Farm?
2. Why do you want to work at Counter Culture?
3. When could you start and how long are you looking for employment?
4. How many hours per week do you want to work? Are there any days of the week you don't want to work?
5. Do you have any vacations planned in the next six months?
6. What do you consider to be your biggest achievement so far?

7. What education have you completed?
8. Do you have experience doing repetitive tasks for long periods of time?
9. Do you have experience doing repetitive tasks for long periods of time?
10. Do you have experience doing repetitive tasks for long periods of time?
11. Can you tolerate working outside in extreme weather conditions (e.g. rain, highwinds, heat, humidity)?
12. Briefly describe any customer service experience you have. Do you enjoy customer service?
13. What do you think will be the most challenging aspect of working at Counter Culture?
14. Do you have any health conditions, recurring injuries, recent accidents, etc. that would prevent you from doing strenuous physical labor? Please list all of them below.
 - i. Can you repeatedly lift 50 lbs?
 - ii. Can you repeatedly bend over and stand up, without getting dizzy or straining yourself?
 - iii. Can you kneel for long periods of time?
 - iv. Can you stand in one place for long periods of time?
15. Do you have reliable transportation and a current driver's license?

16. Number these tasks 1 through 8 in order of your preference, 1 being your most favorite, and 8 your least favorite.

- _____ Field work
- _____ Farmer's markets
- _____ Deliveries
- _____ Irrigation
- _____ Greenhouse work
- _____ Washing/packing
- _____ BCS/tractor driving
- _____ Poultry care (chickens)
- _____ Other (please specify: _____)

17. Please provide the following information for your three most recent employers:

i. Business name:

Supervisor's name

Phone number:

Physical location (city, state):

Dates of employment:

Job title:

Why you left:

ii. Business name:

Supervisor's name

Phone number:

Physical location (city, state):

Dates of employment:

Job title:

Why you left:

iii. Business name:

Supervisor's name

Phone number:

Physical location (city, state):

Dates of employment:

Job title:

Why you left:

18. Please include additional information (skills, aptitudes, interests, hobbies, etc.) that would be useful to know as we consider your potential employment.

I attest that the information I have provided above is complete and true to the best of my knowledge.

Applicant's Signature

Date