



Position Description

Job Title: Farm Crew

Seasonal, Full time: Anticipated start date of February 4 - November 1, 2025

Exemption Status: Non-Exempt

Reports to: Executive Director

Pay and Benefits: \$18/hr, health, medical and vision benefits, Vegetables from the farm!

About Soul Food Project: Soul Food Project is an urban farm in northeast Indianapolis dedicated to promoting wellness in the African-American community through affordable food and youth leadership. Our farms serve as educational spaces for all ages, engaging youth in after-school programs and the wider community. We focus on maintaining beautiful landscapes and growing food for weekly farm stands, food pantries, and veggie boxes. Our core values are food justice, youth empowerment, and cultural roots.

Overview: This is a hands-on farming position. You'll provide farm production support to all Soul Food Project farm sites and guidance to program participants about agriculture. You'll do field maintenance such as prepping beds, planting, and weeding. For our CSA, you'd help with harvesting (tomatoes, cucumbers, leafy greens, squash, etc.), packing, and washing.

Responsibilities: :

- Implement crop plan for sustainable vegetable production to meet a designated sales goal; utilize succession plantings, integrated pest management, and season extension in accordance with standard operating procedures.
- Maintain and provide accountability measures for weekly harvest. Submit post-harvest paperwork in a timely manner.
- Harvest and process vegetables in compliance with Good Agricultural Practices and Food Safety Modernization Act standards.
- Work at all Soul Food Project sites and programs as assigned to meet programming goals and support a six-day production schedule (work Saturdays, holidays as requested).
- Follow weekly landscaping production schedule to maintain monthly site-evaluation standards.
- Attend weekly staff meetings and any scheduled meetings as requested, ready to present information about farm production.



- Assist in the distribution of food to local retailers and markets; make produce deliveries as needed. Support with farm stands as requested.
- Safely operate landscaping equipment, be responsible for proper maintenance, and maintain up-to-date inventory and safety logs. Report issues to supervisor immediately.
- Give scheduled and impromptu tours as needed

Skills & Qualifications

- 1-2 years growing experience, preferably at an organic or chemical free farm/garden.
- Ability to communicate effectively with various stakeholders (youth, parents, organizational partners, volunteers, and general public) and educate community on food and farming curriculum
- Must be able to work collaboratively with a team and remain flexible to scheduling changes
- Positive, energetic, and focused working independently and with groups
- Demonstrated ability to creatively solve problems
- Knowledge of issues relating to local food, food sovereignty, and sustainable agriculture
- Emotional maturity, treats others with kindness, respect, and compassion.
- Able to work collaboratively with people from diverse backgrounds in terms of race, ethnicity, gender (including trans* and nonbinary individuals and communities), sexual orientation, class, and religion
- Experience living and working in communities of color, including fluency in Black, Indigenous, and/or Latinx cultural reference points
- Life experience living and working in low income/low financial wealth communities preferred
- Knowledge of and experience with no-till/permaculture methods
- Strong written/verbal communication skills.
- Excellent initiative and follow-through, including in remote positions
- Technology literacy with Google Suite, Square and Zoom. Clean drivers license
- Must be capable of physical work in various weather conditions, able to lift 50 lbs
- First Aid/CPR certification and bilingual skills are a plus