



Assistant Farmer Job Posting Full-Time Position

Round the Bend Farm (RTB), a Center for Restorative Community, is located in South Dartmouth, MA and is a 115-acre working farm and educational non-profit. **Our non-profit mission: We are a living laboratory that cultivates, educates, and empowers people of all ages. We are devoted to the global paradigm shift toward hope and abundance by valuing diversity, modeling nature, and redefining wealth.** RTB is seeking a passionate and motivated individual to join our team as a **Full-Time Assistant Farmer. We are accepting applications until JANUARY 20, 2025.** Anticipated start date of employment is late March/early April 2025.

JOB DESCRIPTION

At RTB, we use a synthetics-free farming philosophy, rooted in regenerative relationships and a mix of biodynamic, permaculture and soil remineralization practices. We emphasize sustainability, natural relationships, ecological vibrancy and working in ways that mirror our mission of **valuing diversity, modeling nature, and redefining wealth.**

As an **Assistant Farmer**, this position entails working under the direction of our Garden Manager in the operation of RTB's highly diversified agricultural crops. We currently grow a wide range of vegetables, fruits, nuts, edible perennials, flowers, mushrooms and medicinal herbs (and also keep bees) across three tightly-knit farm properties encompassing about 10-acres of mixed production. These crops are used programmatically to feed, heal, and educate our SouthCoast community, as a source for on-farm catered events, and to sell to the general public.

The work of this whole-farm based position will be focused on supporting **ALL** aspects of our growing operation; importantly inside 2-acres of intensified market garden style growing at our main educational site, supporting 5 to 6-acres of larger plantings for our free food distribution **Manifest Love** program and an accompanying (overlapping) 8-acre agroforestry fruit orchard.

Working under the direction of and alongside the Garden Manager in a daily capacity – in concert with our extended RTB team and community volunteers – this position will be involved with all aspects of agricultural systems at the farm. Duties may include, but are not limited to: seed sowing, nursery care, soil preparation, transplanting, weeding and cultivation, perennial and tree care, mulching, greenhouse crops, harvesting, seed saving, plant propagation, landscape maintenance, food storage, processing, and preparation (harvesting, washing, bagging) for distribution.

While not a primary focus, this position will at times (when needed) act as a liaison with the RTB educational team to support in ongoing tours, demonstrations, direction and educational contexts and activities for visiting students and the general public. Occasional help with setting up for (and working during) on-farm events may also be needed.

To a great degree, the above work will be performed outdoors (directly in agricultural systems); however, this position may also include participation in shared community cooking, post-harvest processing & preservation, monthly Open Farm Days, potential support for the care of RTB's garden chickens & pigs, and occasional support of other farm projects as needed.

This work will be physically demanding and challenging, but also grounding, nourishing, and rewarding. We aim for a 40-hour per week commitment, however natural variations in seasonal workload and conditions will require **openness and flexibility** around some hours in the high season – some days may naturally run longer than others, though never excessively.

QUALIFICATIONS

As an organization that strives to value diversity in all that we do (it's part of our mission!), we place extra care and value in continuing to diversify our team.

Candidate preferences include the following:

- At least 1-3 seasons agricultural production experience (farmwork, apprenticeship/internship, campus farm, or other relevant farming/gardening exposure)
- Commitment to working in the scope of RTB's mission (*preference may be given to those who have an active interest in environmental and social justice issues pertaining to both local and global food systems*)
- Desire to respect & care for the health of soil, plants, animals and humans
- Desire to participate in and build local, vibrant community
- Persevering work ethic, ability to keep, set, and demonstrate pace, and ability to complete directed tasks in a timely, efficient fashion
- Focused attention to detail and quality
- Personal and professional maturity – mindful self-awareness, dependability, flexibility, and ability to execute instruction
- Attentiveness to communication, with the ability to accept direction, feedback and guidance, and ask questions when unclear
- Ability to work outdoors for long hours and in all kinds of conditions
- Ability to work both independently and in diverse groups of people
- Comfort giving or relaying instructions to others (students, volunteers, teammates) when needed
- Proficiency in (or willingness to learn) the use of certain tools/farm equipment (harvest knives, shovels, row covers, drip lines, cultivation tools, etc.)
- Ability to perform and stay engaged in repetitive tasks such as transplanting, hand weeding, cultivating, and bagging of certain crops
- Physical ability to lift 50 lbs.
- Spanish or Portuguese proficiency not necessary but highly valued
- Open mind, open heart and an open palate... we will be eating well!
- Experience in a communal living situation helpful for those who may be interested in potential RTB housing (optional and not guaranteed)

COMPENSATION

- Full-time annual wages \$34,320 (for 40 hours per week); with benefits, the Total Compensation Package range is approximately \$56,000- \$70,000 (potential for optional housing)
- Benefits paid by RTB include the following (numbers listed are specific to Fiscal Year 2025):
 - Pension Plan: RTB contributes 10% of the employee's gross salary, fully vested from the first day of employment (no probation period). This is a 403(b) plan which is equivalent to a 401(k) plan. In addition to RTB's allocation, a teammate can opt to allocate additional funds from their paycheck. \$3,432/fiscal year 2025
 - Health & Dental insurance *90-day waiting period
*Note: *RTB pays for 75% of the health & dental premiums for the first three years of employment; after 3 years of employment, RTB pays for 100% of the premiums.*
\$7,850.79/fiscal year 2025

- Life Insurance, Short-term & long-term disability *30-day waiting period \$420/fiscal year 2025
- Flexible spending account (Full-time & part-time) \$60/fiscal year 2025
- Fringe benefits: Health & Wellness (herbal apothecary, supplements, sauna, annual massage, occasional team celebrations), Food, and (optional) Lodging: \$3,200-\$17,000/year (depending on optional housing if available)
- Thirteen paid holidays per year \$1715/fiscal year 2025
- Paid vacation & wellness days (80 vacation hours & 56 wellness hours for full-time) (50 vacation hours & 35 wellness hours for part-time) \$2,244/fiscal year 2025
- RTB may provide room & board and internet access. Housing may include a private place to sleep (in a tiny house) with access to our new bathhouse (including laundry facilities and a sauna) and shared access to our commercial kitchen and library spaces with internet access. *Please note: This job is not contingent upon living on the farm. Additional responsibilities to contribute to the community are required if housing is available and an employee chooses to live on the farm.*
- Weekday lunches crafted from delicious, vibrant, farm produce
- Hands-on learning environment focused on all aspects of sustainable living
- Buzzards Bay breezes, SouthCoast sunsets, and stargazing/moon views from goat rock

HOW TO APPLY

Please **complete the [RTB Candidate Questionnaire \(https://forms.gle/19undi8WZ6nL4P9J8\)](https://forms.gle/19undi8WZ6nL4P9J8)** and **send a letter of interest** telling us about yourself and detailing your motivations and qualifications for this position, along with a **brief resume and two professional references by JANUARY 20, 2025**. *If you need reasonable accommodation at any point in the application or interview process, please let us know. Also, please feel free to note in your application which pronouns you use (For example – she/her/hers, he/him/his, they/them/theirs, etc).*

Please send materials via email (preferred) to heather@roundthebendfarm.org or via snail mail at:

Round the Bend Farm (RTB)
92 Allens Neck Road
South Dartmouth, MA 02748
Attn: Heather Zine

ROUND THE BEND FARM (RTB) IS AN EQUAL EMPLOYMENT OPPORTUNITY/ AFFIRMATIVE ACTION EMPLOYER

RTB values a diverse, equitable, and inclusive workplace and strongly encourages women, people of color, LGBTQ+ folks, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. RTB is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.