

2026 Dickinson College Farm Apprentice Application

Please carefully read and respond to the following questions. Applications and questions should be submitted by email to all three members of the farm management team:

Halpinj@dickinson.edu - Jenn Halpin – Program Director

Steimanm@dickinson.edu - Matt Steiman – Livestock and Special Energy Program Manager

Smithro@dickinson.edu - Alex Smith – Vegetable Production Manager

Applications will be reviewed as they are received. However, please submit your application by no later than February 20th, 2026.

Name _____ Preferred pronouns _____

Phone _____ Email _____

1. Please explain your reasons for applying for this position.
2. Please explain any prior experiences related to farming. Experience is not required but please list anything you believe to be relevant. Please include any experience with physically engaging work outdoors.
3. How would you describe yourself as an individual? As a team member?
4. How would you describe your work ethic?
5. What type of work environment do you seek to cultivate for yourself?
6. Do you agree to each of the following items?
 - a. That this apprenticeship involves participation in a rotating schedule of minor duties outside of the 40-hour work week (Examples include closing greenhouse doors, putting away CSA veggies, turning off irrigation pump, helping with livestock care or emergencies, cucurbit harvest during peak season). That our job is almost always outdoors, in the elements.
 - b. That our workday begins at 0730 and we expect staff to be ready to begin working at that time.
 - c. That farm work can sometimes seem repetitive, tedious, or monotonous.
 - d. That working on a farm includes close proximity to other team members amidst the challenges laid out above. This can bring about a variety of interpersonal challenges – your constructive effort to resolve disagreements will be appreciated

- e. That you will be asked to limit cell phone use during work hours to work-related communications only.
7. Please describe the type of leadership you most trust and aspire towards.
 8. On a spectrum from very tidy to cluttered, how would you best describe your preference for maintaining shared living spaces?
 9. Do you have any experience operating agricultural, construction, or yard machinery? Do you have any experience with power tools or hand tools? Please elaborate.
 10. We regularly engage in respectful, constructive feedback to improve performance as a farm team member. How do you best receive such feedback?
 11. Please list up to three areas of professional growth that you hope to cultivate during this apprenticeship.
 12. Please explain a recent accomplishment that you are proud of.
 13. On a scale from 1-5, how does this position rank with other jobs/opportunities that you are exploring? (1= very interested, 5 = vaguely interested)
 14. Please provide email and/or phone numbers for two people who are not your family that we can contact to support your application. Please make those people aware that we may reach out.
 15. **Please rank the following areas of focus according to your interest from 1 (most interested) – 8 (least interested). If a listed area does not appeal to you, please leave it blank. The managers will coordinate these assignments based on the interests of the selected candidates and the varying time commitments required.**

____ Pastured Cattle Care and Beef Marketing

- Pasture management
- Day to day care of cattle herd including chores and inspections
- Fence construction and maintenance, includes weedwacking and brush removal
- Occasional vet care
- Meat sales and inventory Management
- Tractor mowing and hay feeding

____ Organic Greenhouse Controlled Environment Management and Seedling Production

- Daily GH inspections and chores
- GH crop irrigation and scouting
- Transplant fertilization and planting preparation
- Monitoring and troubleshooting GH controllers
- Monitoring and troubleshooting seedling bench controllers

____ Organic Vegetable Irrigation

- Set up and use of drip/fertigation systems
- Set up and use of overhead reels
- Odd hour operations

____ Small Farm Machine Operation and Maintenance

- Farm Machine maintenance basics (weedwhackers, mowers, 4-wheel tractors, BCS, tractor implements)
- Mechanic tool use
- Shop management
- BCS Two Wheel Tractor Operation
- 4-wheel tractor exposure (note: we do not guarantee meaningful experience on the larger tractors but can offer some exposure)

____ On-Site Farm Store & U-Pick Management

- Harvest oversight & daily stocking
- Development & implementation of sales and marketing strategies
- Volunteer recruitment & management for u-pick oversight
- Evening store closing and coordinating weekend oversight
- Sales data tracking & sales reconciliation
- Occasional weekend oversight

____ Fresh Product Inventory Management and Processing

- Data capture
- Weekly inventory report
- Daily inventory inspections
- Daily food waste removal

____ Biogas Production and Food Waste Recovery

- Collect and sort commercial and community food waste from community partners
- Operate biodigester machines
- Routine system maintenance and safety checks
- Assist with the development and implementation of SOPs
- Student training and safety oversight

____ Food Service Event Support

- Participate in campus and community events focused on farm outreach and education
- Food prep and service
- Student staff oversight
- Staff odd-hour events