

Deep Medicine Circle (English)

Seasonal Farm Crew Position, Full Time
Ramaytush Territory San Gregorio, California

The Deep Medicine Circle (DMC) is a WOC-led, worker-directed nonprofit organization dedicated to repairing critical relationships that have been fractured through colonialism. Starting from a place of correcting relationships between Indigenous and non-Indigenous people, we cultivate a culture of care to support health and healing of people, communities of plants and animals, and the Earth which are critical for our survival and thriving. The DMC is advancing the Farming is Medicine program, where farmers tend the soil with ecological care, liberating the food from the market economy to BIPOC and poor communities oppressed by hunger in San Francisco. Food grown at our farm called Te' Kwe A'naa Warep will be distributed to the Tenderloin Neighborhood Development Corporation (TNDC)'s Kain Na Food Hub and the American Indian Cultural District (AICD) and other partners. This site is also an active incubator and training site for a growing urban agroecological movement.

Job Description: The Farm Crew position is a non-exempt position whose responsibilities will entail assisting organic fruit and vegetable production from prepping and establishing vegetable fields in the spring to amending, cover cropping and planting garlic and strawberries in the fall. Responsibilities include but are not limited to seed starting, propagation, field preparation and planting, weeding, harvesting, seed collection, and irrigation. We view our farm crew members as an integral part of our team. While this is an at-will position, we prioritize candidates who are committed to the long-term vision of Deep Medicine Circle.

Our farming practices prioritize no-till or minimal tillage in a five acre plot using hand tools and a BCS walk behind tractor as the primary tools for bed preparation. Our goals include expanding annual production to include perennial crops including berries and a small orchard.

Duties and Responsibilities:

- Harvest of produce efficiently and consistently
- Seed, transplant, weed/cultivate crops reliably.

- Mulch and bed preparation (knowledge and experience with a BCS and tractor is a plus)
- Cultivation of crops by hand, with various tools.
- Drip and overhead Irrigation setup, maintenance, and operation.
- Support the implementation of integrated pest management plan
- Greenhouse propagation and management-including watering and temperature management. Sharing responsibility for weekend watering with the team.
- Harvest and post harvest handling- including washing, packing consistently and weighing and recording harvests.
- Maintain records of field inputs and yields for organic certification.
- Maintain the compost pile
- Assess needs of soil and crops with the Co-Farm Directors
- Attend Full Circle Meetings at the farm and other required Organizational meetings
- Interface with volunteers, and affiliate organizations in the context of growing, harvesting, packaging, and transporting crops
- Actively engage in electronic communications and stay up to date with organization's programs and messages
- Keep up with self-scheduling and DMC schedule/calendar

Experience and Qualifications:

- At least a year of farming or garden production experience
- Self-directed and observant
- Capacity to maintain an overall positive framework
- A person who takes pride in a job well done!
- Ability to work in all weather conditions
- Comfortable working alone and in a team
- Carpentry and use of hand tools is a plus!
- Flexibility to work on weekends

Start Date:

March 18, 2024 and April 15, 2024

Compensation and Hours:

\$28.64 per hour, non-exempt position, 40 hours maximum

Required and Additional Benefits: Health, dental and vision insurance, workers' compensation, unemployment insurance and paid sick leave. Vacation policy is pending.

To Apply: Please email DMC Hiring Team at deepmedicinecircle@gmail.com with:

- Subject line: Seasonal Farm Crew Application (Your Name)
- Cover letter detailing your interest in the position
- Resume
- Three references, work- or farm-related, with current phone numbers and emails