

We save land.



We save rivers.

Seasonal Farm Crew Member

Our Farm:

Green Earth Harvest, a program of The Conservation Foundation, is a non-profit, organic vegetable farm that provides food to over 1,000 families through our 28-week farm-share program, farm stands, and 6 local food pantries. We operate on the 60-acre McDonald Farm, the headquarters of The Conservation Foundation, located at 10S404 Knoch Knolls Rd. Naperville, IL. Our property is nestled between suburban Naperville and the DuPage River, adjacent to Knoch Knolls Nature Center and Park. Our facilities are equipped with solar panels and a wind turbine for supplemental electricity, a rain capture system that stores water for irrigation, and we grow several native gardens on site to promote ecosystem function.

The Conservation Foundation is a non-profit conservation organization whose mission is to “Improve the health of our communities by preserving and restoring natural areas and open space, protecting rivers and watersheds, and promoting stewardship of our environment.” Every person deserves clean water, clean air, and safe access to nature as a way to be healthy and happy. Natural resource conservation and community health are truly at the core of all that we do.

Ideal Candidates are:

- Reliable and courteous. Willing to see this farm as a home and treat it as such.
- Experience in physical, fast paced environments: i.e. Farming, Construction, or Food Service
- Good people with solid foundations. We are not only concerned with what you know, but more importantly who you are, and why you want to be here.
- In good physical condition; farming requires endurance.
 - Regularly squatting, bending, and crouching, awkwardly at times.
 - Lifting, and carrying up to 50 lbs., or more with the help of others.
 - Pulling, prying, chopping, raking, shoveling, and forking with hand tools.
- Able to be effective and focused in all weather conditions.
 - Expect to be cold, hot, wet, and/or dry at times. Wind, snow, rain, bugs, and plenty of sunshine and blue sky should also be anticipated. As well as brilliant sunrises and occasional moments of awe inspired by the beauty of nature.
- Comfortable with self-reporting personal or work-related issues that are affecting, or are being affected, by your time with us. We are always willing to talk.
- Self-directed when needed, yet comfortable being part of, and working with, a team.
- Responsive, with strong communication skills and a drive for personal development.
- Flexible. We strive to communicate clearly and do our best to plan ahead. However, we may need to change short term plans to account for variables like weather or timing.

Duties and Responsibilities:

- Keep yourself and those around you safe, while maintaining a professional work environment.
- Daily work includes but is not limited to: handling small seeds for sowing, field and greenhouse prep, transplanting, cultivation, trellising, crop/pest monitoring, harvesting, washing, sorting, and distributing produce, applying soil amendments, mowing, working with volunteers, interacting with shareholders, attending to farm-stands and pickups, and record keeping.



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Employee Input and Feedback:

- Everyone will have beginning-, middle-, and end-of-season interviews with management to generally discuss your time here, as well as any specific issues or concerns that may arise. We strive to be open and prompt in our feedback and communications with everyone and expect the same in return.
- Input on improvements are welcomed and encouraged. However, please understand that we do have processes to discuss potential changes and therefore ask that you please bring up ideas for improvement during appropriate times for discussion.

Work Schedule:

- April 3, 2023 – November 3, 2023: Seasonal, Full-Time.
- Monday-Friday: 7:00-3:30. Expect to be scheduled to work 3-4 weekends from May-Sept.

Compensation and Benefits:

- Starting pay - \$16.00/hour
- Paid holidays for Memorial Day, Independence Day, and Labor Day
- Farm Crew may end up taking their holidays near, but not necessarily on, each of the paid holidays. Crew members are expected to work reasonably with management in requesting days off for their holidays, we will do our best to accommodate everyone.
- 20 hours of sick time, 40 hours of vacation time in accordance with HR policies.
- 401K match up to 3%, subject to eligibility
- Crew are highly encouraged to bring vegetables home throughout the season.

Timeline:

Applications accepted on a rolling basis until all available positions are filled.

The Conservation Foundation is committed to creating a diverse, equitable and inclusive environment where everyone is valued and belongs. We seek to be an organization where each individual thrives and where unique views, beliefs and perspectives are respected and celebrated.

The Conservation Foundation is an equal opportunity employer. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.

Interested?

Please email a resume, note of interest and 2-3 professional references to:

Russell Cerocke, Farm Manager
rcerocke@theconservationfoundation.org

