



## **JOB OFFERS:**

***Market Gardener Positions  
2024 growing season***

### ***Groundhog Gardens is hiring for 2024 !***

Are you passionate about growing healthy food for local communities, **innovative farming techniques**, fostering a biodiverse and socially inclusive farm environment, and gaining some serious growing skills?

Come work with David, owner and operator of Groundhog Gardens in Bromont, and live a season full of agricultural challenges and adventures.

***Groundhog Gardens is looking for***

***2 part-time employees***

***OR***

***1 full-time employee***

The chosen candidate(s) will be working alongside David and Christophe, an employee who is returning for a second season at the farm, **to grow 40 different vegetables and dozen herbs from seed to harvest**. This year, we will be growing for 100 subscriptions to our Garden Card CSA program plus a high-volume farmstand and a new regionalized produce salespoint.

**Keep reading** to learn more about Groundhog Gardens, the available positions, and the work environment!

## Why work at Groundhog Gardens?

Here are some **fun facts** that make Groundhog Gardens **different from the other farms in our area** and that will make spending a season (ore more!) at the farm an amazing learning experience:

- **We're moving into year 2 of an innovative sales formula, the Garden Card**, that makes Community Supported Agriculture (CSA) more flexible and accessible for our clients and easier to manage for the farmers.
- **We are developing a hybrid production model** that marries the strengths of a **biointensive approach** (a human-scale farm and intensive cop spacings) with the efficiency of a more **extensive organic approach** (tractors and other motorized equipment makes the work easier, and extensive green manures keeps our soil healthy and fertile).
- **We use a [PowerOx](#) for mechanical weeding of nearly all our crops** to improve weed control, increase efficiency—and minimize annoying hand weeding!
- **We'll be automating the irrigation system this season** to optimise water use and yields while reducing the workload for everyone on the farm.
- **Groundhogs Gardens is economically viable!** The Gardens have been profitable since the second year of production, a major challenge for a small organic farm. David won the 2022 Bourse d'appui à la relève agricole Brome-Missisquoi as a result of this strong performance and was the Lauréat local for the Retail Business category of the 2021 Défi OseEntreprendre, in recognition of the excellence of his business plan.



## ***Working Conditions***

- 24 to 26 week contracts are available, from late April to mid/late October (start and end dates are negotiable)
- We offer is \$17 to \$18 per hour, depending on your training and experience
- 16 OR 24 OR 40 hour-per-week contracts are available, depending on the position you are interested in (full details below!)
- 3 to 5 paid vacation days are offered per contract, depending on the position (to be taken non-consecutively)
- We will pay you to take a CÉTAB+ course of your choice, so you can learn more about an aspect of organic farming you are passionate about
- We're happy to offer you up to 50 \$ of top-quality fresh produce per week—you choose your own veggies from the on-farm farmstand—plus unlimited access to surplus and #2 produce

Please note that housing is unfortunately not available at the farm. We therefore prioritize candidates who live locally or are comfortable finding housing and providing for their own transport to the farm. Previous employees who did not already live locally have all been able to find housing within a 12 to 25 minute drive from the farm.

## ***Job Descriptions***

All employees will participate in the following tasks, according to the weekly work plan:

- Applying amendments to soil before planting
- Planting crops according to the production calendar
- Managing green manures (seeding and mowing)
- Maintaining crops: pruning, insect control, trellising, etc.
- Mechanically weeding crops with the PowerOx (depending on your interest and aptitude)
- Harvesting, washing and conditioning produce

Additional production tasks are divided among two part-time positions as follows:

*PLEASE NOTE: we are open to hiring ONE full-time (40 hour per week) employee to take on both the roles described below*

### **POSITION #1 : Greenhouse Coordinator**

The Greenhouse Coordinator is a **2 day (16 hours) per week position. Monday and Tuesday** are the working days. In addition to participating in the general tasks outlined above, the Greenhouse Coordinator will:

- Seed and pot up all plant starts, according to the production calendar and in consultation with Farmer David
- Water the plants in the greenhouse as needed
- Oversee hardening off plant starts to prepare them for planting out

### **POSTE #2 : Planting Coordinator**

The Planting Coordinator is a **3 day (24 hours) per week position**. The working days are **Wednesday through Friday**. In addition to participating in the general tasks outlined above, the Greenhouse Coordinator will:

- Coordinate soil prep for planting out crops (applying amendments and working the soil with light machinery—BCS and PowerOx)
- Coordinate planting out of crops according to the production calendar, supported by Farmer David and other team members
- Ensure that adequate crop protection (row cover, insect netting) and trellising systems are put in place, according to crop needs
- Observe post-transplant recovery of plants and intervene as necessary (irrigate, remove/replace row covers), supported by David and other team members

*Once again: we are open to hiring ONE full-time (40 hour per week) employee to take on both of these roles if you are interested in working full time*

## ***Employee Training***

No prior experience in the above tasks is necessary! I (David) will be more than happy to **train and support you in carrying out all the tasks associated with your Coordinator role.**

I have developed many **easy-to-use tools and procedures** to make sure every step of the growing process runs smoothly, including Production Plans, Garden Plans, Fertilisation Plans, Harvest Logs, and more.

The goal is to create a workplace environment centred on **delegation, collaboration, and empowerment.** I will give you the tools and training you need to succeed!

Your time at the farm will give you the opportunity to acquire the following skills:

- Understand the basics of **crop planning**, how to develop a production calendar, and how to manage a crop rotation
- How to choose, seed, and **manage a variety of green manures** in a small-farm setting
- The basics of **irrigation**
- How to **use and maintain small motor-based equipment** (BCS, PowerOx, irrigation pumps)

I also love learning from employees and am very open to suggestion on how to improve all my farm systems.

## ***What We're Looking For***

The ideal candidate is:

- **In good physical condition:** able to do 8 hours of physically demanding work (with breaks!) and lift 40-lb loads repeatedly
- **Bilingual** or trilingual—you must be comfortable communicating with co-workers in French
- Passionate about plants, food, and organic production systems, or very curious to learn more about these areas
- **Motivated**, hard-working, and a creative problem-solver

- **Open minded** and interested in meeting and working with people from diverse backgrounds

And has experience:

- In collaborative work environments
- In horticulture, market gardening, or a related field, or plans to start a farm one day

### ***How to Apply***

If you're interested in working at Grounhog Gardens, I want to hear from you!

**Send your CV and a cover letter** or a message explaining your interest in the job to [info@lesjardinsdelamarmotte.com](mailto:info@lesjardinsdelamarmotte.com)

PLEASE CLEARLY STATE in your message which position you are interested in: Greenhouse Coordinator, Planting Coordinator, or a full-time position encompassing both of those roles.

Feel free to call or email me if you have questions before applying: **514 213 8211** is my cell.

Looking forward to meeting you! - *David*

