



Minto Island Growers
Job Description and Application
Position Title: Farm Crew Member for 2026

Position Overview

The Farm Crew participates in many aspects of farm work including seeding, transplanting, weeding, harvesting, washing produce, packing for the CSA and markets, and other farm tasks. Opportunities and training in other field-based practices such as basic tractor tasks or irrigation will be available on an as-needed basis. This position generally starts in May and ends in the beginning of November.

Please note that vegetable production work is strenuous and physically demanding. Applicants must be confident in their ability to efficiently perform this work on a daily basis and throughout the production season in various weather conditions including high temperatures or rain.

Duties and Responsibilities

- Work quickly and efficiently while maintaining quality standards
- Follow all established procedures and directions
- Nursery and greenhouse work—seeding, up-potting, moving plants, and watering as needed
- Field work—hand and mechanical transplanting, weeding, trellising, pruning, moving tarps
- Harvesting, processing, and packing produce
- Work with managers and leads to successfully and efficiently complete daily field and harvest tasks for CSA, Farm Stand & wholesale accounts
- Safely operating machinery and company vehicles
- Other duties on the farm as needed

Minimum Requirements

- Experience with, or strong interest in learning organic agricultural practices
- Ability to follow instructions and receive constructive criticism
- Be self-motivated, flexible, and able to take initiative – a positive and flexible attitude is a must!
- Ability to work efficiently and effectively alone as well as in a team setting
- Ability to perform strenuous physical labor on a daily basis including bending and reaching repeatedly for extended periods of time
- Ability to lift and move 50 lbs.
- Ability to adapt and keep pace in varying weather conditions and temperatures
- Highly motivated and focused on speed, efficiency, and quality of work
- Clean driver's license and willingness to drive a variety of farm vehicles

Preferred Qualifications

- Basic knowledge of organic farming production systems
- Prior work experience in a physical demanding position and/or agricultural setting
- Preference will be given to applicants who have previous agricultural or horticultural experience and are interested in a multi-year commitment; however, anyone who is highly motivated and genuinely interested in working on our farm will be considered

Schedule

A typical work week is 40-55 hours, Monday - Friday. The average workweek consists of 8-10 hour days with longer days expected during the peak production months of August and September. June through September will have 7am starts on harvest days (3 days a week), while the other days will be 8am starts.

Compensation

- Starting wage \$15.89, wage may be increased on July 1st based on Oregon's annual CPI index adjustment
- Access to excess farm fresh produce and employee discount on food service items
- Oregon sick-leave law of 40 hours per year for paid time off applies; one hour of paid sick time is accrued for every 30 hours worked
- Employees who have worked one full year for a minimum of 9 months per year receive one week of paid time off upon entering their second year with Minto. PTO continues to accumulate at a rate of three additional days per year if working full time, with a max of 8 days annually (64 hours) with no roll-over option.
- Monetary support towards continuing education (for example conference fee paid for OSU Small Farms Conference plus consideration towards other continuing education opportunities.)
- Being part of a passionate and dedicated farm crew and helping to feed an invested community of eaters with healthy organic food!

To Apply

Send the following to harvestmanager@mintogrowers.com - please put your name and "Farm Crew Application" in the subject line of your email.

- Resume
- Cover letter explaining why you would be a good addition to the team
- Contact information for two references: 1 professional, 1 personal

If you have any questions prior to submitting your application, please direct them to the email address above.

Application Due Date: Open until filled; applications will be reviewed upon receipt.

About the Farm

Minto Island Growers is a 30-acre diversified farm and nursery located in South Salem next to Minto Brown Island Park. We sell certified organic produce through a CSA, the Salem Saturday Market, an on-site Farm Stand, and other local outlets. Two acres of blueberries are opened for U-Pick and picked for farm-direct sales, plus a Farm Food Cart and Wood-Fired pizza oven is located at the Farm Stand. Other nursery projects include mint propagation as well as maintaining several acres of *Camellia sinensis* tea—Oregon's oldest and only commercial scale tea planting. The family farm history includes a native plant nursery and many restoration and forestry projects that still shape the landscape and ethic of our farm, leaving wetland areas and diverse wildlife habitat. Our farm is deeply rooted in the community and we pride ourselves in having an enthusiastic and supportive customer base that shapes our work as farmers. Please visit our website for more information www.mintogrowers.com.