



FARM & WILDERNESS

Winter Farm Intern, Seasonal Plymouth, VT

Full-Time: December 1st – March 31st, At-will

Supervisor: Farm Manager

Position Summary:

The Winter Farm Intern assists the Farm Manager in the care of the livestock, barns, and gardens and helps administer afterschool programming in local elementary schools. Throughout the internship, the farm intern will learn hands on farm-based skills including but not limited to animal husbandry, herd health monitoring and care, garden planning, and basic on-farm repairs. Much of the learning for this internship is shaped by preparing farm activities for youth because farm-based education is the guiding purpose of Farm and Wilderness (F&W). Using a beautiful wilderness and farm setting as well as innovative approaches toward teaching, organic farming, and environmental education, the winter farm intern will become a strong leader by developing connections to the land and community through work and service.

Essential Functions

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Responsibilities:

- The Winter Farm Intern assists the Farm Manager in the care of the barns, gardens, animals, and all other farm concerns such as orchards, greenhouse/hoop houses, and equipment; this includes but is not limited to farm chores, town runs, assisting with vet visits, seasonal and weekly animal care, garden planning, cleaning, and snow removal.
- Contributes to the F&W Afterschool Program by preparing educational tools and contributing to curriculum development as needed, as well as co-leading programs at local elementary schools.
- Leads youth, staff and visitors in farm work individually and co-instructs with the farm team, conservation team, and/or summer camp program teams.
- Assists the Farm Manager, Sustainable Resource Director, Conservation Coordinator, and Executive Director with seasonal group maintenance projects such as kybo digging (digging out nightsoil from the outhouses), invasives removal, and planting days as needed.
- Shares cooperative living chores with crew members including cleaning, cooking, and some group maintenance projects (See “Cooperative Living Accommodations”).
- Know and follow all the rules and guidelines of working at F&W as laid out in the F&W Standard Operating Manuals (F&W Handbook, Crew Handbook, Emergency Action Plan, etc.).

Required Qualifications:

- 21+ years of age with a valid driver’s license for driving company vehicles
- Strong desire to build skills and knowledge related to farming and teaching.
- Interest in place-based education and a desire to work with youth.
- Proactive, both in the tasks of the workday and your own education.
- Flexible, able, and willing to perform a variety of tasks in changing situations.
- Ability to act with integrity with students and staff in various settings.
- Capable of working independently.

- Openness to work with people (campers, staff, students, and visitors) from diverse backgrounds (e.g., ability, economic, racial, religious, political, geographical, gender, sexual orientation, and cultural).
- Must pass reference checks and background screenings, which include sex offender registry check.

Desired Qualifications

- Undergraduate degree or working toward one ideally in education and/or farming.
- Experience working on a farm or farm-based setting
- Professionally mature with conflict resolution skills and problem-solving skills.

Work Conditions

- Work shifts consist of 5 days on, 2 days off, 1 weekend day per week is required.
- Winter workdays are typically 8AM to 5PM with 1 hour off for lunch around noon. Exceptions are when interns participate in work that must take place outside of these times. For example, afterschool programs typically run until 5:30 to 6pm. In such instances, the amount of time the intern worked over 8 hours will be recorded to the nearest ½ hour and the intern may take an equivalent amount of time off on a different day to maintain a 40-hour work week (“Flex time”). Flex time and when it is taken must be approved by a supervisor to ensure farm chore coverage.
- Work conditions vary depending on the weather and can range from shoveling snow outside, to working in unheated barn and garden spaces, to a heated office space.

Cooperative Living Accommodations:

Interns and other seasonal crew share living quarters and kitchen facilities. All community members are expected to be committed to this cooperative living situation and to help with daily cooking, cleaning, and household chores outside of the workday.

- Live in a communal bunkhouse, with heat/electricity, kitchen, indoor plumbing, WIFI, and laundry.
- Parking available within walking distance, although interns need the ability to navigate and walk on hilly, uneven terrain.
- The use of nicotine, alcohol, and controlled substances (including marijuana) is not allowed on camp property, including the communal bunkhouse.
- Note: the communal living accommodations do NOT include food or a food stipend.

Salary and Benefits

- \$480.00 per week, paid bi-weekly
- Housing in community
- Workers’ compensation
- Laundry and internet access

Organizational Summary:

Farm & Wilderness Foundation (F&W) is a non-profit, educational organization operating eight summer camp programs for children and teens, a family camp, retreat rentals, and a conservation organization. In affiliation with the Ninevah foundation, F&W campus spreads over 5000 acres of land with 3200 of those acres permanently conserved in the Green Mountains of Vermont, F&W programs are rich in adventure, community, and a spirit that fosters individual connections with the natural world. While each camp and initiative provide unique programs addressing age and interests, all F&W activities are shaped by Quaker principles and the common belief that individuals and communities are strengthened by justice, honesty, self-reliance, diversity, and respect for all persons. People of any race, background, religion, sexual orientation, gender, or economic status are encouraged to apply to join our community as campers or staff. To learn more about F&W please visit: <http://www.farmandwilderness.org>

Equal Opportunity Employer:

Farm & Wilderness is an equal opportunity employer. No employee or applicant for employment shall be unlawfully denied an employment opportunity for which the employee or applicant is qualified because of race, color, sex, sexual orientation, gender identity, religion, national origin, age, marital status, veteran status, disability, or other protected category. F&W is committed to non-discrimination in its employment.

To Apply: Please [click here](#) to fill out one application. Questions can be sent to hire@farmandwilderness.org.