

# Farm Crew Member Spring 2026

**Farm:** Hopyard Farm,

**Location:** Graton/Sebastopol, Sonoma County, CA

**Schedule:** Monday – Friday, 8:00 AM – 4:00 PM

**Status:** Seasonal (May/June – Oct), with extension potential

**Wage:** \$20.00 – \$25.00/hour (Depending On Experience)

## About the Farm

Hopyard Farm is a small-scale, family-owned regenerative farm in Graton. Our mission is to produce nutrient-dense food while actively improving our soil and local ecosystem. We serve local chefs and our community through our new on-site Farm Retail facility. We are looking for a dedicated individual to join our small, passionate team for the 2026 season.

## The Role

This entry-level position is designed for someone eager to master the foundations of regenerative agriculture. Working directly with the owners and Lead Farmer, you will participate in every aspect of production, from seed to sale. This role requires high physical stamina, a positive attitude in all weather, and **Ecological Curiosity**.

We are looking for an "active observer"—someone who doesn't just see a task, but sees the farm as a living system. We value team members who notice if a bed end is holding too much moisture or if pest patterns are shifting, and who ask "why" to help us adapt and improve our practices.

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## Primary Responsibilities

- **Field Work:** Bed preparation (broadforking, mulching, weeding, light tilling, mowing, weed whacking), transplanting, and direct seeding.
- **Harvest & Post-Harvest:** Harvesting seasonal vegetables at peak quality; washing, bunching, and packing for retail and storage.
- **Retail & Sales:** Assisting with setup and sales at the on-site farm stand and farmers markets. Sharing the farm's story with customers.
- **Facility Maintenance:** Basic tasks including irrigation checks, compost management, and maintaining sanitation in the processing area.

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## Qualifications & Physical Demands

- **Stamina:** Ability to perform strenuous labor for 8 hours/day, including lifting 50 lbs and repetitive kneeling/bending.
- **Resilience:** Comfort working outdoors in all Sonoma County weather (heat, rain, and cold).
- **Learning Aptitude:** Ability to follow multi-step instructions and retain protocols regarding plant health and food safety.
- **Communication:** High degree of emotional maturity. Ability to communicate clearly and respectfully during high-pressure or physically tiring days. English doesn't need to be your first language, but an ability to follow instructions in English is required.
- **Reliability:** Punctuality is non-negotiable; we rely on each other to keep the farm on schedule.
- **Previous Experience:** Is not required, but a plus. An ability to work independently with minimal oversight is what we're looking for.

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## Terms, Compensation & Benefits

- **Introductory Period:** All positions begin with a **90-day introductory trial period**. This allows both the farm and the employee to ensure the role, culture, and communication style are a mutual fit.
- **Farm Bounty:** Access to fresh, seasonal produce.
- **Education:** Hands-on mentorship in soil health, IPM, and small-scale ag-business.

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## How to Apply

Please send an email to [amie@hopyardfarm.org](mailto:amie@hopyardfarm.org) including:

1. A brief introduction and your interest in regenerative farming.
2. Your relevant educational or work background.
3. **Conflict Resolution:** Describe a challenging situation or conflict you faced (with a coworker, customer, or supervisor) and how you navigated it to reach a resolution.
4. Clean Driving record a must. Background checks conducted.