

HIGH DEGREE MACHINERY

Lead Equipment Operator

Salinas, CA | Operations throughout California

Full-Time | Hourly (\$35/hr) | Non-Exempt

About High Degree Machinery

High Degree Machinery builds and operates steam-powered machines that kill weeds and soilborne disease in organic crop fields. We own the equipment and treat growers' fields on contract, helping farms grow organic at scale. We are a small, early-stage team based in Salinas, CA, working with some of California's largest growers.

The Role

We are looking for a Lead Equipment Operator to run our machines in the field, manage on-site logistics with growers and farm crews, and keep our equipment in working order. This is a hands-on role. You will be the person making sure the work gets done safely, on time, and to standard.

Responsibilities

- Operate tracked vehicles and high-pressure steam boilers on grower sites
- Coordinate directly with growers and farm managers to schedule and manage field operations
- Work alongside farm crews to ensure treatments are completed correctly and safely
- Perform routine maintenance and field repairs on machines, boilers, and support equipment
- Transport equipment to and from grower sites using truck and trailer
- Maintain accurate daily logs of operations, maintenance, and fuel/water usage

Requirements

- Bilingual in English and Spanish (spoken and written)
- Experience working on farms or in agricultural operations
- Experience operating heavy equipment (tractors, loaders, tracked vehicles, or similar)
- Mechanically handy—able to diagnose issues and perform repairs in the field with limited support
- Valid US driver's license
- Authorized to work in the United States
- Approximately 50% travel within California
- Willingness to learn to operate a high-pressure steam boiler (training provided)
- Able to routinely lift 50 lb and occasionally lift up to 75 lb
- Comfortable working outdoors for extended periods in heat, dust, mud, and uneven terrain
- Reliable, self-directed, and comfortable working independently at remote field sites

Preferred

- Commercial Driver's License (CDL Class A or B)
- Experience towing heavy trailers
- Welding or fabrication experience
- Experience with diesel engines, hydraulic systems, or boiler systems

Work Conditions

- Physically demanding outdoor work in agricultural environments
- Seasonal variation in hours—longer days during peak treatment windows, including early mornings and occasional weekends
- Approximately 50% travel required
- Standing, bending, climbing on/off equipment, and manual handling throughout the workday

Interested? Contact us at careers@highdegreemachinery.com or call Austin at 650-391-7455.