



## Farm Crew Lead

**To Apply:** Email a cover letter, resume, and three references to [csa@arocha.ca](mailto:csa@arocha.ca).

*Position is open until filled.*

### Position Summary

The **Crew Lead** works alongside the CSA Farm Coordinator and CSA Field Coordinator in running the Community Shared Agriculture (CSA) program in diversified organic vegetable production, assembling weekly shares, and managing markets and other sales outlets. The specific focus of this role is working alongside, training and leading crew members in daily tasks. From September onward the Crew Lead will take on some responsibilities of the CSA Field Coordinator. The 1-acre farm is located at A Rocha Canada's BC Centre. Production is no-till and vegetable sales include a 130+ member CSA, an on-site farm stand, and weekly vegetable donations. Other workers on the farm include summer workers, site conservation residents, and volunteers.

Start date: May 5, 2026

Duration: Until September 1, 2027, possibility for extension

Compensation: FTE (40/hours week): \$19.50-\$22/hour, based on experience. Since farming is seasonal, requiring more hours in spring and summer, this position can "bank" hours from the growing season and compensate with less hours in the fall and winter.

Benefits: 15 days of paid vacation time, annually. Extended benefits after three months. Statutory holidays, sick time, and leaves of absence.

### Organisational Profile

A Rocha is an international Christian organisation that, inspired by God's love, engages in scientific research, environmental education, community-based conservation projects and sustainable agriculture. We envision the transformation of people and places by showing God's love for all creation.

A Rocha Canada's (ARC) BC Environmental Centre is a dynamic environmental centre with programs serving all ages and various ecosystems. Brooksdale's 27-acre property is a living lab of forests, threatened river system, wetland, heritage houses, and farm. This unique combination of sensitive wildlife habitat and agricultural land makes Brooksdale a place where critical environmental issues are researched, addressed, and solved.

The farm at the BC Environmental Centre has the following purposes:

- A. Operate a Community Shared Agriculture (CSA) program from June to October annually.
- B. Connect community member customers to the source of their food, giving households an opportunity to experience seasonal, local eating.
- C. Produce surplus food for daily meals and events at the BC Environmental Centre and provide donations to under-resourced community members through our Farm to Families program.
- D. Train eight to twelve conservation residents and apprentices each year in the practical work of small-scale organic farming.
- E. Offer a "living classroom" of regenerative agriculture with a conservation focus for visitors, kids' groups, and the Brooksdale community.

*Inspiring Hope. Caring for Creation.*

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- F. Complement and support A Rocha's conservation and education work, and to be a demonstration of A Rocha Canada's commitments and core values.

### Duties and Responsibilities

- Report directly to the CSA Farm Coordinator who works in collaboration with the Agriculture Program Coordinator and CSA Field Coordinator.
- Assist the CSA Farm Coordinator in running the CSA program, including but not limited to:
  - Crop production, including seeding, planting, weeding, irrigating, harvesting, packing, and soil management (crop rotation, cover cropping, amendments).
  - Assembling weekly CSA shares, running CSA delivery, and coordinating weekly vegetable donation shares.
  - Supervise, mentor, and provide instruction to others including seasonal farmworkers, conservation residents, and volunteers.
  - Interacting with CSA members.
  - Assist in the development of farm infrastructure.
  - Organize and maintain tools and farm equipment.
- With the support of the CSA Farm Coordinator, lead volunteers, seasonal staff, and conservation residents in daily farm tasks.
- Participate in regular ARC community events (includes some weekend work, as required) and contribute toward Brooksdale community life.
- Work in collaboration with other staff, as needed, for public onsite activities such as the annual Summer Celebration, October Harvest Celebration, and farm fundraising events.
- Attend weekly ARC Brooksdale staff meetings in rotation with the CSA Farm Coordinator, CSA Field Coordinator and Agriculture Program Coordinator.
- Shadow and support CSA Field Coordinator May to September 2026, and beginning in September take on components of the Field Coordinator role, including possible tasks such as:
  - Coordinating vegetable donations
  - Organizing the cooler and managing the washstation on CSA harvest days
  - Liaison with the Guesthouse about produce availability
  - Joining the CSA Farm Coordinator in weekly field walks
- Engage in charitable fundraising in support of A Rocha's vision and mission with a focus on program fundraising (refer to ARC's Relational Fundraising Movement Document). Program fundraising goals vary from year to year. Goals, training, and fundraising support will be provided.
- Maintain awareness and adherence to A Rocha Brooksdale safety protocols.

### Qualifications

- At least one year/season working in diversified vegetable production, preferably organic.
- Demonstrated organizational leadership experience; able to comfortably make decisions, execute tasks, and train others in a diverse and dynamic work environment.
- Customer service and sales experience, preferably within the food and/or farming sector.
- Demonstrated ability to work quickly, efficiently and calmly in physically challenging contexts for long hours in variable weather and bring tasks to completion on time.
  - Ability to work long hours (beyond 8 hours per day) June-Aug in a 'banked time' structure and working during ideal harvest times (e.g. starting harvest at 7 am on hot days).
  - Ability to repeatedly lift 30-50lbs.
- Status of a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment.
- Has a valid Social Insurance Number at the start of employment and is legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations.
- Able to obtain a Criminal Record Background and Vulnerable Sector check.
- Be between 15 and 30 years of age at the start of the employment

### Preferred Qualifications

- Has Class 5 Drivers License. (*Public transportation to the centre is not easily available.*)
- Experience in using Excel spreadsheets.
- Experience with no-till or minimal-tillage production systems.
- Experience leading and supervising teams.
- Experience with farm equipment and workshop tools use an asset: tractor, rototiller, mower, etc.
- Demonstrated embodiment of A Rocha Canada's vision, commitments and core values.