



Farm Alliance of Baltimore

The mission of the Farm Alliance of Baltimore is to use connection, resource sharing, and collective advocacy with respect to food, land, and water to expand communities' self-determination and power.

Farm Crew Member

Reports to: Farm Manager
Evaluation: End-of-Season
Classification: Non-exempt
Hours of Work: Part-Time, Seasonal (April-November)

Overview:

The Farm Alliance of Baltimore (FAB) is a membership organization of urban farms, neighborhood growers, and friends. We work to create and sustain a healthy food system for all through farming practices that enhance environmental stewardship, workplace quality, and community well-being.

The Black Butterfly Teaching Farm (BBF), operated by FAB, is a 1.5-acre teaching and production farm located in Farring-Baybrook Park in the Curtis Bay neighborhood. BBF grows a wide variety of seasonal produce, including zucchini, peppers, small grains, flowers, cucumbers, potatoes, squash, eggplant, tomatoes, watermelon, okra, sweet potatoes, winter squash, greens, and root vegetables. Harvests are distributed to local markets, restaurants, food pantries, and other food justice partners. BBF also hosts community days, produce giveaways, and educational workshops.

Position Term & Schedule:

This is a part-time, non-exempt, seasonal position (approximately April–November) with a schedule of up to 29 hours per week. Exact start and end dates may vary based on weather and farm needs.

Preferred workdays are Mondays, Wednesdays, and Thursdays with some flexibility. Availability for up to two Saturday farmers market shifts per month is required, typically scheduled in place of weekday hours.

Key Responsibilities:

Seasonal Farm Crew Members work collaboratively as part of a team, receiving day-to-day guidance from the Lead Farm Crew Member and overall supervision from the Farm Manager.

This position involves a variety of tasks related to farm production, including:

- Bed preparation
- Transplanting and direct seeding
- Weeding
- Pest and disease management
- Nutrient and compost management
- Harvesting, post-harvest handling, and packing produce
- Maintenance of tools, equipment, and work areas
- Making produce deliveries as needed
- Representing FAB at the 32nd Street (Waverly) Farmers Market, assisting with the operation of the market stand, up to 2 Saturdays per month
- Acting as an ambassador for FAB, engaging with neighbors, passersby, and the Curtis Bay community
- Assisting with event setup and completing assigned tasks at community events on the farm

Skills and Qualifications:

- At least one full season of organic vegetable farming experience
- A strong commitment to the [mission and values](#) of the Farm Alliance of Baltimore
- Clean driving record and valid driver's license (held for at least one year)
- Reliable transportation between FAB worksites, including:
 - FAB Office: 1500 Union Avenue
 - Black Butterfly Teaching Farm: 3901 West Bay Avenue
 - Shared Cold Storage: 1700 Pennsylvania Avenue
- Familiarity with the Google Workspace suite
- Must successfully pass a background check in compliance with federal, state, and local laws and regulations

Physical Demands & Work Environment:

This position is primarily outdoor-based. Applicants must be comfortable working in a range of weather conditions and maintaining a collaborative, solutions-oriented attitude. The role requires physical stamina, including the ability to lift up to 50 lbs and to squat, stand, or kneel for extended periods while performing farm tasks.

Compensation and Benefits:

Hourly compensation ranges from \$19 to \$21, depending on experience.

Benefits Include:

- Workwear stipend
- Access to Black Butterfly Urban Farming Academy field day workshops and classes
- Free produce as available
- Unpaid sick leave in accordance with the Maryland Healthy Working Families Act

FAB values and respects employees' work-life balance and is committed to fostering a positive, supportive work environment with meaningful flexibility.

To Apply:

To apply, fill out our [online Google Form application](#) by February 27th. Applications will be evaluated on a rolling basis. The ideal start date is April 1st, 2026.

Equal Opportunity Employer:

The Farm Alliance of Baltimore is an equal-opportunity employer. We encourage applications from all qualified individuals and do not discriminate, and will not tolerate discrimination, on the basis of race, ethnicity, color, religion, sex, pregnancy, gender, gender identity or expression, national origin, sexual orientation, age, ancestry, genetic information, political affiliation, physical or mental disability, military or veteran status, or any other protected status under federal, state, or local law. Our employment decisions are made solely based on qualifications for the position.

We especially encourage people of color, women, and others with marginalized identities to apply for a position that aligns with their experience, skills, and willingness to learn. We do not expect anyone to be a 100% perfect fit. If you meet at least 80% of the qualifications for a position and are enthusiastic about the opportunity, we encourage you to apply. We value a diverse workforce and an inclusive culture.