



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

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| Reports to: | Executive Director |
| Evaluation: | Annual evaluation by ED |
| Classification: | Non-exempt |
| Hours of Work: | Part-Time |

Overview:

The Farm Alliance of Baltimore (FAB) is a membership organization of urban farms, neighborhood growers, and friends. We aim to create and maintain a healthy food system for all through farming practices that enhance environmental and workplace quality for our farmers and our communities.

The Black Butterfly Farm (BBF), located on 7 acres in Farring-Baybrook Park in the Curtis Bay neighborhood of south Baltimore City, is operated by the Farm Alliance of Baltimore. BBF serves as a teaching, demonstration, and incubator farm, growing a 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. The farm's harvest is distributed to local markets, restaurants, food pantries, and other food justice partners. BBF also hosts volunteer days and community produce giveaways.

Key Responsibilities:

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

- Representing FAB at the Waverly 32nd Street Farmers Market, assisting with the operation of the market stand at least once 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 to the FAB office (1500 Union Avenue), Black Butterfly Farm (3901 West Bay Avenue), and the produce processing center (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 various weather conditions and maintain a positive attitude. The role requires physical stamina, including the ability to lift up to 50 lbs and remain squatting, standing, or kneeling for extended periods during farm tasks.

Compensation and Benefits:

This is a part-time, non-exempt, year-round position requiring up to 25 hours per week, with availability for at least one Saturday farmers market per month. Hourly compensation ranges from \$20 to \$22, depending on experience.

Benefits Include:

- Workwear stipend
- Professional development opportunities
- 403(b) retirement plan (subject to meeting eligibility requirements)
- Unpaid sick leave (following the Maryland Healthy Working Families Act)
- Access to Black Butterfly Urban Farming Academy field day workshops and classes
- Free produce as available

We value and respect our employees’ work-life balance and are committed to fostering a positive, supportive work environment with meaningful flexibility.

To Apply:

To apply, fill out our [online Google Form application](#) by February 17th. The ideal start date is April 1st, 2025.

Equal Opportunity Employer:

The Farm Alliance of Baltimore is an equal opportunity employer that values a diverse workforce and an inclusive culture. 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 strongly encourage people of color, women, and individuals with marginalized identities to apply, recognizing that such applicants often hesitate if they don't meet every listed qualification. If you meet most of the qualifications for a position, are enthusiastic about learning, and believe your skills and values align with the job description, we encourage you to apply.