Position Title: El Sobrante Farm Team Member
Hiring Committee: Andrew Chahrour, Gavin Raders, NneN Kennedy, Julio Madrigal, and Haleh Zandi
Hiring Process: Please submit your resume and one-page cover letter to farm@plantingjustice.org or 319 105th Ave Oakland CA 94603

Roles & Responsibilities include:
- Committed to anti-oppression work, and willingness to discuss, receive feedback and grow
- Assist in the management of our four-acre orchard in El Sobrante including annual pruning, seasonal care, organic methods of weed management, building soil fertility, integrated pest management, and expanding the collection beyond its current 1,200 varieties of fruiting and medicinal plants
- Assist in the management of irrigation, including maintenance, repair and expanding the system.
- Assist in the harvest and processing of produce and plant material from the orchard
- Maintain all other on-farm infrastructure including fences, structures, driveways, etc.
- Host weekly volunteer days, educational activities, and other public events
- Interface with our neighbors, donors and other partners
- Keep records related to organic certification, plant care practices, harvest records and volunteer tracking systems

Preferred Qualities in a Candidate:
We strongly encourage applicants to apply with the skills listed below or with a strong willingness to acquire the skills. Especially reentry residents who have been impacted by the carceral system (incarceration), houselessness, BIPOC, and members of the LGBTQIA+ communities.

Strong commitment to land based healing and restoration, as well as indigenous land sovereignty, social, racial, gender, and economic justice

- 2+ years experience in farm, orchard or large-scale garden management
- Basic understanding of challenges in the food system and food justice efforts aiming to dismantle systems of oppression
- 2+ years experience organizing in a social justice setting
- Ability to lift 50 pounds on the daily, and move through sloped and uneven terrain
- Reliable personal transportation due to limited means of public transportation available in accessing the farm
- Strong plant ID skills, especially CA natives and fruiting trees and shrubs
- Pruning, irrigation, electrical, compost, carpentry, and small engine repair skills
- 2+ years experience operating and maintaining a tractor incident free
- Strong administrative, organizational, and record-keeping skills
- Proficiency using Google Suite applications for record keeping and planning
- Ability to work cooperatively with a team and delegate farm tasks daily
- Ability to instruct, inspire and build momentum with volunteers
- Positive outlook and comfortable working in a fast-paced environment
**Compensation**
Depending on experience, minimum of $39,500/year with 3% annual increases plus benefits including health care coverage, dental, vision, life insurance, chiropractic care, 4 weeks paid time off plus 5 additional mandatory holidays. $500 educational stipend for expanding skill set. Benefits begin 60-90 days after the date of hire.

**Schedule**
This position is full-time at Planting Justice (36-40 hours/week), preferably Monday-Friday plus one Saturday/month in exchange for a weekday.

Planting Justice is an equal-opportunity employer and employment with Planting Justice is at-will.