

## **Harlequin Produce 2025 Equipment and Irrigation Lead**

Harlequin Produce is a certified organic diverse vegetable farm located in Arlee Montana, 25 miles north of Missoula, 2025 will be our 15<sup>th</sup> year in business. Brian and Kaly have been working with vegetables since 2007. Prior to becoming full-time farmers we studied Agroecology at Montana State University. Over the course of the last fourteen years we have grown from a small one-acre farm to a 40-acre farm operating with 20 acres in vegetables. Each season we hire a total of 6-10 employees, we believe the success of our farm in part stems from having employees that feel valued and respected, we strive to create a working environment that is positive and productive.

### **Farm Overview**

We have six high tunnels, a heated prothouse, a warehouse and walk-in cooler for packing and storing produce. We also have an assortment of appropriately scaled vegetable specific equipment that reduces our labor and increases our production. This includes a plastic mulch layer, water wheel transplanter, flame weeder, Scott Viner root harvester, 28' harvest conveyor, cultivation equipment, tractor pulled seeder, undercutter, potato digger, and a 200lb capacity barrel washer.

We grow a large assortment of classic vegetables with our main emphasis in the following crops; spring greens, turnips, carrots, beets, brassicas – broccoli, cauliflower, and cabbage, potatoes, onions, peppers, tomatoes, winter squash, and melons. Our produce is marketed in two main avenues; through the Western Montana Growers Cooperative, and direct to customers via our 580-member summer Customizable CSA, Winter Storage Stock-UP, and 4-Week Fall CSA. Our farm offers a unique opportunity to learn how to be both a wholesale grower and a vibrant direct market producer.

We value efficiency and ecology with an emphasis on production. We strive to grow produce in a manner that incorporates ecological principles while increasing yields. We take each tillage or cultivation pass with consideration of soil health and longevity.

### **Who Should Apply**

Farming is extremely rewarding, allowing us to see the direct effects of the fruits of our labor. Farming is both an exercised in mental as well as physical strength, work can be long, tedious and monotonous.

We are looking for applicants who have a strong desire to learn, work hard, communicate effectively, think ahead, enjoy working in a fast paced environment, and potentially have an interest in a farming career.

We often work side by side with our crew allowing time for questions and conversations about agriculture. Employees are also expected to be able to work efficiently by themselves without our constant guidance.

### **Job Description**

Employee can expect to work 40-45 hrs/ week starting in March/April thru November 21<sup>st</sup>.

Schedule is Monday-Friday for the months of May, June and October, for July-thru August it will change to Sunday-Thursday.

We are looking for an employee who is interested in a multi-year commitment.

There is potential for part-time winter work given the skill set of the employee and interest.

### Responsibilities

This person will work closely with Brian and be responsible for managing irrigation and equipment operation.

This position is comprised of three core responsibilities; tractor operation, irrigation, and harvest. We have 6 tractors, ranging from 35-90 HP, to accomplish the various aspects required of vegetable production which includes; primary bed prep such as discing, plowing and bed making, transplanting, cultivation and harvest.

The responsibilities of this position change as the season progresses. April-June is field preparation and farm installation. June and July is for weed management, responsibilities include cultivation of walkways, bed tops and mowing. August and September is the harvest season, responsibilities include hand harvest of vegetables, post-harvest packing of vegetables, as well as mechanical harvest of beets and carrots.

Irrigation responsibilities include hand-line irrigation, drip irrigation, operating pumps, fixing irrigation issues, installation and removal of irrigation pipe. Vegetables require a tremendous amount of water, heavy irrigation season is July – August. This person will not be expectation to make decisions regarding the timing of irrigation but rather become proficient in the operation of our irrigation systems to help with this time consuming and regular activity.

While not involved in irrigation or equipment operation this employee will work with the seasonal farm crew in all other aspects of vegetable production which include; harvest, hoe and hand weeding, post-harvest packing and sorting of vegetables and field tear down.

### Skills

Prior experience with equipment operation is preferred but not required. Candidate must feel comfortable working with machines and large equipment.

#### Preferred list of skills:

- Tractor operation
- Implement switching
- Forklift operation
- Basic mechanical knowledge and understanding
- Basic carpentry skills
- Key attention to detail
- Effective communication

## Compensation

We will provide a starting wage of \$17-\$20/hr DOE. Crew are responsible for their own meals although we will occasionally share farm dinners. There will be produce available for personal consumption, as well as seconds for preservation.

## Housing

On-site housing is potentially available, depending on applicant. In addition there is a break-room with a full kitchen for those that wish to commute from Missoula. There is also space for a camper that has access to an outhouse and hot shower.

## How to Apply

Please submit a current and applicable resume and answer the following questions to:  
[harlequin.produce@gmail.com](mailto:harlequin.produce@gmail.com).

Please be specific when answering these questions. Remember that we often do not have the ability to meet in person; this is the best way for us to understand who you are, if we will be compatible, and what you would like from this experience.

1. There are a lot of organic agriculture internships available. Why do you want to work for Harlequin Produce? Please make answers specific to the position that you are applying for.
2. What skill sets are you hoping to acquire from this position?
3. How do you think Harlequin Produce will benefit from having you included in part of their team?