



Harlequin Produce LLC

Job Title: Equipment Operator and Maintenance

Location: On-farm in Arlee MT

Work Status: Seasonal; Full-Time April – November with average 40 hrs/week Monday – Friday, Part-time work for the months December – March

* July - August schedule changes to Sunday-Thursday for irrigation responsibilities

About Harlequin Produce

Harlequin Produce is a certified organic diverse vegetable farm located in Arlee Montana that has been in operation since 2010. The business is owned and operated by Brian Wirak and Kaly Hess. Harlequin consists of a team of 3 year-round employees, 8-15 seasonal employees. The farm is 35 acres and we grow 20-acres of certified organic vegetables annually. 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.

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; wholesale through the Western Montana Growers Cooperative, and direct to customers via our subscription based programs which included a 580-member summer Customizable CSA.

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. We have 6 tractors ranging for a 90 HP Kabota, Hydro 70, and 3 smaller John Deere Tractors. We use a variety of specialty equipment. This includes a plastic mulch layer, water wheel transplanter, flame weeder, Scott Viner root harvester, 28' harvest conveyor, cultivation equipment, Haybuster rock picker, tractor pulled seeder, undercutter, potato digger, and a 200lb capacity barrel washer.

Our mission is to provide high quality, certified organic produce at affordable prices. 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.

Job Description

The Tractor and Equipment Operator at Harlequin Produce plays a vital role in the daily functioning and productivity of our diversified vegetable farm. This position is responsible for the safe and efficient operation of farm equipment. The operator will assist with field preparation, planting, cultivation, and harvest. In addition to equipment operation, basic carpentry skills and mechanical aptitude skills are highly beneficial. The operator may be asked to assist with building, repairing, or

maintaining farm structures. Comfort with hand and power tools, an eye for detail, and a practical approach to problem-solving will contribute to the smooth operation and ongoing improvement of our facilities. This role requires strong mechanical aptitude, attention to detail, and a commitment to safe work practices.

Depending on the skill set and schedule requirements this position may include irrigation duties such as installation and operation of both overhead sprinkler systems and drip irrigation systems.

Key Responsibilities:

- Regular operation of tractors to perform tasks for primary tillage, cultivation, and harvest
- Assist with the operation, installation and maintenance of overhead irrigation and drip irrigation systems
- Operate motorized equipment such as mowers, weed wacker, etc.
- Assist with farm structure maintenance
- Assist with harvest during heavy harvest periods

Required Skills:

- Experience with large equipment operation
- Experience using a loader or skid steer
- Knowledge of three-point implement attachment
- Basic mechanical aptitude for operating farm equipment.
- Ability to work independently and as part of a team.
- Strong attention to detail and effective communication skills.
- Basic carpentry skills
- Physical ability to lift and move heavy items and work outdoors in all weather conditions.
- Forklift and pallet jack skills a bonus

Compensation

Hourly compensation at \$23-26/hr DOE. Compensation reviewed annually.

Employee will be subject to a 3-month and 8-month review, and 12-month probationary period

Vegetables will be available at no cost and employees are encouraged to preserve and take-home storage produce.

Benefits after 12-months employment

Paid time off, 2 days per year after the first 12-months of employment. Plus, addition accrual at .01 PTO after 6-months employment.

How to Apply

Please submit a current resume and cover letter that answers the following questions to:

harlequin.produce@gmail.com.

1. Why do you want to work for Harlequin Produce?
2. How do you think Harlequin Produce will benefit from having you included in part of their team?
3. How does your previous work experiences set you up for success in this position?