

# Position Options & Job Descriptions

## Full-Time Apprenticeship

*\*Part-time options are available for the right person (20 to 35 hours per week)*

For the 2024 season, URBAVORE is seeking a full-season commitment from 3 awesome individuals looking to gain valuable knowledge in animal-powered vegetable & fruit production on a biologically diverse urban farm in the heart of Kansas City. This is a full-time position consisting of 45 hours per week in exchange for education, a weekly share of produce, and a monthly stipend of \$1000.00.

Farm Apprentices will receive on-farm experience and education in organic market gardening, "low-till" vegetable production, holistic orchard maintenance, berry production, integrated livestock management, rotational grazing, and marketing. Our farm puts a particular emphasis on soil building & the development of sustainable ecosystems. The apprentices will experience the layering of cover crops, animals, and organic matter to produce ideal conditions for crop production. There are six scheduled educational workshops for apprentices during the season that supplement the hands-on learning.

This apprenticeship is best suited for individuals who aspire to farm commercially using aspects of our unique regenerative system.

**Time Commitment:** March 11, 2024-November 26, 2024, Full-time 40-45 hours/week. Workdays are typically Monday-Friday 8:00am-4:30pm. Thursday evenings from 4:00pm-7:00pm is the on-farm CSA pickup and Market; full-time apprentices are expected to work the markets (often alternating weeks). A full-season commitment is required.

### **Type of Work**

We do almost all work by hand, so physical labor can be heavy and repetitive. Common tasks include:

- Soil blocking
- Seeding
- Bed preparation
- Transplanting
- Spreading compost and mulch
- Weeding, mostly by hand
- Pruning and trellising
- Harvesting
- Watering
- Mowing/weed eating
- Washing and packing produce
- Feeding and managing livestock
- Moving livestock
- Setting up for market
- Interacting with customers and volunteers
- Rotating through community chores, including trash removal, outhouse cleaning, and bin washing

### **Skills Desired:**

- Previous farming and building skills are desired, but not required.

- Experience operating heavy machinery and landscaping equipment desired, but not required.
- Physical ability to work outside for long hours in all weather conditions daily.
- Ability to lift 50 lbs. above waist level.
- An open mind and desire to learn.
- Ability to work closely with a diverse group of people.
- Good communication skills.
- Reliability and commitment working through the entire season
- Excellent Attitude! No whining!!

**Stipend:**

The apprentice stipend is \$1000.00 per month, a weekly share of veggies/eggs, and six scheduled educational workshops throughout the season. They will also have access to unlimited “seconds” produce and free compost!

**Housing:**

Not provided

**Meals:**

Not provided. Apprentices are expected to bring their own lunches but are always welcome to snack on any “seconds” produce.

**How to apply:**

Please send a resume and cover letter to [brooke@urbavorefarm.com](mailto:brooke@urbavorefarm.com). Please be personable in your cover letter and tell me WHY you want to bust your butt at URBAVORE!

## **Volunteer Apprenticeship**

Volunteer apprentices will dedicate 10 to 15 hours a week of hard work & enthusiasm in exchange for in-field training and a weekly share of the harvest. Apprentices will gain exposure to holistic vegetable & fruit production, pastured poultry, pastured pigs, and urban sustainability. The volunteer style apprenticeship is designed to give urban locals a “taste” of organic farming without the full-on commitment. This position is perfect for those with other jobs and hobbies who have enough flexibility in their schedule to make farming a part of their weekly activities. The season runs mid-March through November. We accept applicants anytime but prefer to hire prior to spring planting.

**Time Commitment:** March 11, 2024-November 26, 2024, Part time 12-15 hours/week. Workdays are typically Monday-Friday 8:00am-4:30pm, but volunteer apprentices have the flexibility to schedule their hours throughout the week to meet their needs. Being available for 8:00 am Monday morning crew meetings is recommended. A full-season commitment is preferred.

**Type of Work**

We do almost all work by hand, so physical labor can be heavy and repetitive. Common tasks include:

- Soil blocking
- Seeding
- Bed preparation
- Transplanting

- Spreading compost and mulch
- Weeding, mostly by hand
- Pruning and trellising
- Harvesting
- Watering
- Mowing/weed eating
- Feeding and managing livestock
- Moving livestock
- Washing and packing produce
- Setting up for market
- Interacting with customers and volunteers
- Rotating through community chores, including trash removal, outhouse cleaning, and bin washing

**Skills Desired:**

- Physical ability to work outside for long hours in all weather conditions daily.
- Ability to lift 50 lbs. above waist level.
- An open mind and desire to learn.
- Ability to work closely with a diverse group of people.
- Good communication skills.
- Reliability and commitment working through the entire season.

**Stipend:**

None. The volunteer apprentice will receive a weekly share of veggies, and six scheduled educational workshops throughout the season. They will also have access to unlimited “seconds” produce and free compost!

**Meals:**

Not provided. Apprentices are expected to bring their own lunches but are always welcome to snack on any “seconds” produce.

**How to apply:**

Please send a resume and cover letter to [brooke@urbavorefarm.com](mailto:brooke@urbavorefarm.com). Please be personable in your cover letter and tell me WHY you want to volunteer your time at URBAVORE!

**Hourly Crew Member**

We have several job openings for hourly paid crew members. This position is best suited for folks who have some prior farm experience or experience working long hours outdoors in a physically demanding environment, as well as experience operating small equipment like weed whackers, mowers, and chain saws. Employees must be willing & able to show-up and do the jobs at hand without a lot of coddling. \*For those who would like more emphasis towards learning and diversity of tasks, the apprenticeship is a better fit. That said, URBAVORE employees are exposed to all aspects of our ecologically diverse farmstead, and become quite skilled in the art of organic veggie production and sustainable land management. The learning is in the doing, and while apprenticeships offer more patience coupled with a slew of formal workshops, employees still enjoy the general farm atmosphere, the expertise of the

farmers, lots of free produce(!), and the camaraderie & fulfillment that comes from being a part of a unique farming community.

### **Type of Position**

Full-time (40 hours/week) or part-time positions (20-32 hours/week) available. For the right candidate, a full-time salaried position may be available.

Workdays are typically Monday-Friday 8:00am-4:30pm. Lunches are 30 minutes unpaid. Thursday evenings from 4:00pm-7:00pm is the on-farm CSA pickup and Market; crew members may be asked to work the markets as needed. Crew positions are available year-round, but a commitment to working the full 2024 farm season is required - March 11, 2024-November 26, 2024.

Note: Workshops are limited to apprentices.

### **Compensation**

Starting wage of \$12.30 per hour. \*Possibly higher for more experienced applicants.  
Weekly share of vegetables and "seconds" produce. Unlimited free compost.

### **Benefits**

Not offered at this time (medical, dental, vision, 401k)

### **Time Off**

We try to grant requests for time-off whenever possible but we generally cannot grant time-off May thru August.

### **Type of Work**

We do almost all work by hand, so physical labor can be heavy and repetitive. Common tasks include:

- Soil blocking
- Seeding
- Bed preparation
- Transplanting
- Spreading compost and mulch
- Weeding, mostly by hand
- Pruning and trellising
- Harvesting
- Watering
- Mowing/weed eating
- Feeding and managing livestock
- Moving livestock
- Washing and packing produce
- Setting up for market
- Interacting with customers and volunteers
- Rotating through community chores, including trash removal, outhouse cleaning, and bin washing

### **Skills/Qualities Desired:**

- Previous farming experience and completion of a farm apprenticeship desired, but not required.
- Experience operating heavy machinery and landscaping equipment desired, but not required.

- Physical ability to work outside for long hours in all weather conditions daily.
- Ability to lift 50 lbs. above waist level.
- Punctual; good time management.
- An open mind and desire to learn. Able to ask for, receive, and act upon feedback.
- Open and clear communicator; good listener.
- Friendly, polite, and able to work closely with a diverse group of people.
- Reliable; good follow through.
- Self-starter who can work independently and efficiently.
- Observant and attentive to detail.

### **How to apply:**

Please send a resume and cover letter to [brooke@urbavorefarm.com](mailto:brooke@urbavorefarm.com). Please be personable in your cover letter and tell me WHY you want to join the crew at URBAVORE!

## **Extra Tidbits**

### **Farm Overview**

*URBAVORE is a biologically diverse farmstead set on 13.5 acres in Kansas City's urban core. Farmers Brooke & Dan are committed to environmental integrity in all aspects of business & personal life. Energy efficient systems for food production, waste, water and shelter redefine sustainability to build community and ecology.*

*URBAVORE has delighted and satiated the palates of Kansas City's food community for over a decade. Using a unique "no-till" growing method, the farm produces high-quality, nutrient-dense vegetables, fruits, eggs, and pork. Through minimal tillage, compost applications, cover cropping, deep mulch, and animal rotations, the farm builds biologically active soil. Food crops thrive in this living soil, and as a result, are never sprayed with pesticides or fungicides (including those approved for certified organic farms).*

*In addition to food production and land stewardship, URBAVORE owns and operates Compost Collective KC - Kansas City's premiere residential compost service. Compost Collective services over 3000 households in the metro area, collecting food waste and bringing it to the farm where it is turned into finished compost that is applied to the fields. The farm takes in 25,000 pounds of food waste per week resulting in an unlimited supply of biologically rich humus.*

### **History**

*Farmers Brooke & Dan are known for their tenacity, rebellion (yes...we've broken a few rules over the years!!), and unyielding commitment to sustainability. As urban pioneers and radical homesteaders, the couple fought the city to obtain 13.5 acres of raw land just five miles east of the Country Club Plaza in 2010. With no water, no housing, no fencing, and no electricity, this land posed a formidable challenge to its new stewards and set the stage for their life's work: to build a family & farmstead that produces & creates more than it consumes. Today, after many years of blood & sweat (and quite a few tears), URBAVORE is an edible oasis unique to Kansas City.*

*To learn more about our farm, philosophy, and alternative infrastructure please visit [www.urbavorefarm.com](http://www.urbavorefarm.com).*