



Farm Crew Member, Clifton

Reports to: Farm Manager, Clifton

About City Green

City Green, Inc. is a 501(c)3 non-profit organization dedicated to facilitating the establishment of urban farms and gardens in northern New Jersey's cities to create increased access to healthy, local food while cultivating education in food systems, nutrition and the environment. We operate our own farm stands in Clifton, Paterson and Passaic as well as a mobile market serving neighborhoods in the area. Through our farms and markets, we aim to create increased access to local, farm-fresh food, while addressing issues of food justice.

Diversity is a core value of City Green. We believe the power of diversity enriches all of us by exposing us to a range of ways to understand and engage with the world, identify challenges, and to discover, design and deliver solutions. City Green is committed to working to build and sustain an equitable and inclusive work environment where diversity is celebrated and valued. We believe diversity benefits and enriches the development of all of our staff, partners, supporters, and community.

About the Clifton Farm

The City Green Farm Eco-Center has 5 fields in production over 2 ½ acres and operates under a no-till system. These regenerative farming practices emphasize building and preserving healthy living soil while producing beautiful high quality organic produce. By practicing bio intensive market gardening, our Clifton farm is capable of producing very high yields of produce in a small space.

Position Summary: The role of the Farm Crew Member at the City Green Farm Eco Center is to support and assist with the daily operations of the farm. The Farm Crew Member works closely with the Farm Manager, following the season's crop plans to support each week's task list. This role assists in all aspects of crop production including but not limited to: greenhouse support, field maintenance, weeding, monitoring, and harvesting. The Farm Crew Member takes a leading role in farm work alongside the Farm Manager. In addition to assisting in these tasks, the Farm Crew Member has the opportunity to oversee certain aspects of the operation such as row cover monitoring, tunnel irrigation, weeding and permaculture irrigation. Farming is physical, fast paced, and tough work, but we make it a point to have fun and meet each task with positive energy!

Responsibilities include but are not limited to:

Greenhouse

- Assist in the greenhouse seeding schedule and maintenance
- Assist with the greenhouse seeding log
- Monitoring and watering the greenhouse as needed
- Monitoring temperature, humidity, and ventilation throughout the season

Crop Production

- Participate in all aspects of vegetable production, bed forming, soil amendments, mulching, irrigation, pruning, trellising, cultivating/weeding, row covers, bed flipping and tarp management
- Assist with data logging and record keeping
- Assisting in cut flower production and bouquet making
- Operating a 30 HP John Deere Tractor- Forklift and front loader bucket
- High Tunnel monitoring- temperature, venting, and irrigation in our caterpillar tunnels

Harvest

- Participates in harvests twice a week and support the wash/pack operation
- Assist with the harvest log
- Work cooperatively alongside the rest of the Farm Crew (Director of Agriculture, Farm Manager, Farm Produce Distribution Coordinator, and Harvest/Market Assistants)
- Support and help lead the group of High School Interns in the summer months

Additional Responsibilities

- Support Wednesday Evening Volunteer Nights as necessary
- Assist at farmstand as necessary
- Support City Green farm at South Branch Preserve as necessary
- Occasional Farm Animal Support- feeding, watering, pen cleaning, rotational grazing

Organizational Responsibilities:

- Foster and maintain positive relationships with partners throughout programs
- Timely and professional communication with collaborating staff and outside program partners
- Participate in “All Hands On Deck” activities, where all City Green staff cooperate on a large project, event, educational program or volunteer day
- Support initiatives and programs throughout the organization as needed
- Be prepared to represent City Green in a variety of situations with partners, guests, and community members
- Adhere to City Green’s principles
- Adhering to City Green’s policies and practices around diversity, equity and inclusion
- Be prepared to support interdepartmental events and activities
- Follow organizational policies and standards for safety and liability

Qualifications:

- 1-3 years of farming experience
- Ability to lift up to 50 lbs repeatedly
- Ability and willingness to work in often uncomfortable physical positions for extended periods of time

(we work on our hands and knees often and outside in all weather)

- Ability to work as a team and independently
- Friendly and positive attitude
- Strong initiative and good problem-solving skills
- Punctual and Committed

Hours and Compensation:

- \$18.50 - \$23 per hour depending on experience, plus access to weekly vegetable share
- This is a full time, seasonal position running from early April to late November
- 32-40 hours per week based on seasonal demands
- \$500 end of season bonus
- Returning bonus for the 2026 season

All City Green Employees Must:

- Be authorized to work in the United States
- Have a valid driver's license in the state they reside in, at least 2 years driving experience, and be at least 19 years old. Employee's driver history for the past 4 years must meet City Green's insurance policy safe driving requirements.
- City Green is a non-profit Youth Serving Organization. As such, we require all employees to receive a recommendation of approval for employment from the New Jersey State Police through State and Federal Fingerprint-Based Criminal History Record Check. Once a candidate has been offered employment by City Green, we will provide instructions to obtain the required documentation.

To apply,

- Visit www.citygreenonline.org/careers to apply
- Fill out the online application and upload resume, cover letter, and the contact information for 2 different references.
- Please contact us at 973-869-4086 or opportunities@city-green.org with any questions.

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