

## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	<b>DATE:</b>
Farm Associate	04 <sup>th</sup> December 2023
<b>REPORTS TO:</b>	<b>APPROVED BY:</b>
Assistant Grower	President / Chief Executive Officer

### **JOB OVERVIEW**

The Farm Associate is responsible for the manual work to plant, cultivate, harvest and wash all crops produced on the CTI Farm. He or she will report to the Assistant Grower. The Farm Associate will also assist with the tasks related to the expansion of the farm and general upkeep of the farm property and facilities.

### **KEY DUTIES AND RESPONSIBILITIES**

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- Prepare soil for planting crops.
- De-rocking soil beds
- Sowing of seeds
- Cultivating of soil
- Removal of weeds
- Harvesting of crops
- Washing, sorting and packing of finished product
- Setting up and maintaining irrigation equipment
- Observe farm and report any unusual observations to supervisor.
- Operate handheld farm equipment.
- Assist with sales and marketing efforts as needed.
- Assist with any other duties as required to operate the farm as assigned by immediate supervisor.

### **KNOWLEDGE & REQUIRED SKILLS**

#### **Job Related Competencies and Skills**

##### **Core Competencies**

- Adaptability and multi-tasking; experience working in a fast-moving environment.
- Must be a team player and collaborator with ability to encourage health working relations amongst colleagues.
- Well organized and driven.
- Sound communication & problem-solving skills.
- Competent enough to complete tasks/projects assigned without direct supervision.
- Strong work ethics and attention for detail.
- Project a helpful, friendly, and cooperative attitude.

##### **Mental/Physical Requirements**

- Ability to work in conditions typically found in a greenhouse with high humidity and varying temperatures, with a fair amount of moisture present.
- Ability to exert up to 15-50 pounds occasionally, 20 pounds of force frequently and 10 pounds of force constantly in order to lift and move product.

- Ability to balance, reach and grasp while climbing on a step stool and/or ladder.
- Ability to crouch, grasps, and lift product above shoulders in order to lift product from the floor properly.
- Ability to be on feet while performing job responsibilities.

**Required Work Schedule**

- Willingness to work weekends.

**Working Relationships**

- Report to Assistant Grower.
- Work closely with peers and other employees.

**EXPERIENCE & QUALIFICATIONS****Experience/Education**

- High school diploma, or equivalent
- Past experience in farming or gardening is advantageous to the role.
- Bahamas General Certificate of Secondary Education (B.G.C.S.E.) in English and Math