



Farm Crew 2026

Hourly, part-time, seasonal

We are looking for a few curious, active, team-oriented folks to join our farm crew. We offer flexible hourly schedules, a positive team environment in a rewarding outdoor setting, fresh vegetables. This is an excellent introduction to productive farm work.

About the work

Our part time crew will join in multiple areas of production but will focus on these tasks:

Harvest: farm crew will be trained to harvest a wide variety of produce. Typically, each team member will learn several key crops per season and harvest those regularly.

Wash/pack: You will assist the wash pack team with bagging, filling pints and otherwise washing, sorting and portioning out produce

Production: you will be trained to work in our propagation greenhouse to produce seedlings, in our high tunnels and fields to plant, cultivate, trellis and mulch our organic vegetable crops

Qualifications

- No prior farm experience required
- The ability to work collaboratively with a diverse team
- Capable of meeting the physical demands of the job including, lifting and carrying 20-40 pounds frequently, 50 pounds on occasion, completing most work while standing/walking/bending/twisting and/or squatting, using tools such as knives, hoes, rakes and wheelbarrows for extended periods of time
- Willing and able to work outside in all weather conditions
- Able to accept, digest and retain constructive feedback
- Strong, clear and kind communication skills
- Detail and quality oriented without being perfectionist (many of us here are recovering perfectionists)
- Self-aware. Able to practice self-care such as staying hydrated and nourished, knowing your limitations and boundaries, arriving to work with appropriate gear
- Adaptable and open minded. Our work varies from day, to week, to month. Diversified organic vegetable production is highly complex. The way we harvest or care for certain crops changes due to a variety of reasons and conditions. We are interested in working with folks who want to pay attention to, learn, and practice the complexities of this profession.
- Curious and always looking for ways to improve.
- Able to settle into, sustain and enjoy repetitive work.

Schedule

Minimum 15 hours/week, maximum 32 hours/week

Work is available from May through November. Some work may be available in the winter months.

Possible shifts include:

Tuesday through Friday 7am-12pm, 1pm-4pm, later start times for morning shifts are possible.

Saturday and Sunday, 8am-12pm, 1pm-3pm.

Candidates interested in weekend hours must be available for weekday shifts as well.

Compensation

\$15/hour, plus time and a half for overtime, opportunity for increased pay by meeting pace and quality standards

1 hour paid sick time for every 30 hours worked

\$200 gear stipend available after two weeks employment

A vegetable CSA share plus surplus and seconds when available.

Hiring Statement

Upswing Farm is an Equal Opportunity Employer, and we work to build and maintain a culture of inclusion for all employees and potential employees.

To Apply

Email a brief letter of interest, resume and 2 references to brittany@upswingfarm.com We will follow up to schedule a 30 minute virtual interview, and then proceed to a paid, 3 hour working interview.

About Us**Our Farm**

We love growing high quality produce that goes directly to the folks who are going to eat it. High quality to us means delicious, nutritious, long lasting, and grown, harvested, and distributed in a way that allows the farm, the farmers, and the soils to keep producing food for years to come.

Upswing Farm got its start on leased land in Ashland/Holliston MA in 2016. After losing our lease in 2019, we farmed piecemeal on several small plots in 2020 while we worked to secure our current location, a 131 acre APR farm in Pepperell, MA. We still distribute twice/week to our original customer base through a 230 member CSA and a weekly summer farmers market. We have a 270 member on site CSA and we are open for retail sales during distribution. We do a small amount of wholesaling, but CSA is the core of what we do. We offer a lot of choice and flexibility, which we have nuanced over the years, leading to high retention rates and increased total membership each year.

We are certified organic and “real organic” and our greatest pride is in our soils which we have worked diligently to improve since arriving here in 2021. Through mineral amendments, composting, cover cropping and using reduced tillage methods we have seen impressive results and our yields and crop quality have increased each season. 2024 and 2025 were exceptional growing seasons for our farm. We now cultivate 19 acres of produce and cut flowers, leaving at

least 6 acres fallow each season. We have 6 high tunnels used for year-round production and two propagation greenhouses.

We are building an on-farm composting system to localize our fertility inputs.

This year we planted an acre of blueberries, ½ acre of raspberries and an acre of asparagus. We also rent a 2-acre asparagus field.

We are excited to be adding new events and workshops, working towards our goal of being an open and welcoming community space.

We are also very interested in adding a grazing/animal component to our farm systems.

Our Team

The foundation of our team is a close-knit **group;** many have been with us for four or five seasons. The owners, Kevin and Brittany, work full time on farm, and are very involved in daily operations. We have built solid working relationships and a culture of commitment to quality and efficiency as a team, with respect for individual well-being. We are supported by several year-round, full and part-time crew members, ten work-for share members and a seasonal summer crew of 3-5 additional folks. We look forward to team lunches, birthday desserts and the moments of awe, wonder and deep satisfaction that come from working on a farm. We love the work that we do and the time we spend together making this farm possible.

Our Location

Close to the heart of New England, we are just 45 minutes from the Ocean, the Mountains and both Boston and Worcester. Our farm is 131 acres, abutted by open space and the Nissitissit River. There are places in town to swim and hike, a bike path that connects to other area towns, and a small grocery, pharmacy and other amenities.