



February 9th, 2026

Assistant Grower, Cut Flower Focus

Hourly, part-time to full time, seasonal

Come work with our experienced team! We are seeking someone who is interested in learning and practicing the wide variety of skills and techniques needed to produce organic cut flowers for direct-to-consumer sales. Flower production requires the development of a diverse set of skills, which leads to engaging and fulfilling work.

The assistant cut flower grower reports directly to our Flower Production Manager, who has been with us for the last four seasons.

Flower Harvest: Assist with all aspects of harvesting a wide variety of seasonal blooms. You will learn harvest techniques that maintain quality and improve vase-life, with a strong focus on efficiency and speed. (9-12 hours/week)

Bunching/Arranging: work closely with the flower manager to bunch and arrange harvested flowers for CSA and Markets. (6-8 hours/week)

Propagation: Learn and practice the important nuances of healthy seedling production. This will be a minor part of the role. (1-2 hours/week)

Production: Practice all aspects of crop care including transplanting, pinching, trellising with multiple trellis systems, and weed management. (4-10 hours/week)

Working with the vegetable team: Our cut flower operation is not large enough to sustain a full-time position. We hope that the cut flower grower will work with the vegetable team to complete a 35-40 hour/week schedule, but we are open to working with someone who wants to work part time, just with the flowers. Work with the vegetable team can include harvest, wash/pack, propagation and crop care. (all remaining hours)

Qualifications

- Minimum one summer season experience on a production farm or relevant outdoor and/or physical work
- The ability to work both independently and as a part of a small and large 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
- Able to settle into, sustain, and enjoy repetitive work at a set pace
- Willing and able to work outside in all weather conditions
- Able to accept, digest and retain constructive feedback
- Strong, clear and kind communication skills
- Strong observation skills
- Able to receive and retain a series of detailed instructions (some of us have a good memory, some of us write things down, etc)
- 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 hour to day, to week, to month. Diversified organic flower and vegetable production is highly complex. The way we harvest or care for each crop 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.
- Valid drivers license. Our farm is separated by a road and we are required to drive on the road daily for regular farm tasks.

Schedule

Start Date: May 18th, 2026 (an earlier start date is a possibility)

End Date: October 30th, 2026, extended fall and winter hours may be made available to those who wish to stay on for a second season.

Monday-Friday 7am-4pm, with a paid 15 minute break in the morning and a 1 hour, unpaid lunch break from 12pm-1pm

Weekly schedule:

Mon: flower harvest, field work

Tuesday: vegetable harvest, bunching/arranging

Wednesday: flower harvest, flower field work, flower bunching/arranging

Thursday: field work

Friday: flower harvest, vegetable harvest, bunching/arranging

Compensation

\$16-\$18/hour, depending on experience, plus time and a half for overtime

1 hour paid sick time for every 30 hours worked

30 hours paid "wellness" time available after two months of employment

\$200 gear stipend available after two weeks employment

A vegetable CSA, a flower CSA share plus surplus and seconds when available.

Paid participation in local farm education opportunities through EMass CRAFT

Our housing for the 2026 season is currently full, we can help candidates find housing in the area.

To Apply

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

Our Farm

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 in Pepperell, MA. We still distribute twice/week to our original customer base though a 230 member CSA distribution in Hopkinton, and a weekly summer farmer's market in Ashland. Membership has grown significantly in Pepperell since we arrived in 2021, and we now have a 270 member on site CSA distribution and a farm stand that is open 2-3 days a week. We do a small amount of wholesaling, but CSA is the core of what we do. Our CSA offers 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 our greatest pride is in our soils. We have worked diligently to improve what were very poor soils when we arrived here in 2021. Through mineral amendments, composting, cover cropping and using reduce tillage methods we have seen impressive results. 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 1 acre of blueberries, ½ acre of raspberries and an acre of asparagus. We also rent a 2 acre asparagus field.

Future goals: 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 of five managers, including the owners. 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.