Production Farmer & Kitchen Gardener for The Herbfarm Restaurant

The Herbfarm is a one-of-a-kind AAA 5-Diamond-rated restaurant serving 9 course chef-selected menus for a 4-hour dining experience. The restaurant has had its own farm for 30 years and uses only locally sourced ingredients in its 20 different menu changes each year. It is America’s only 5-Diamond Restaurant north of San Francisco and west of Chicago.

Position: Herbfarm Restaurant Production Farmer/Gardener, a full-time, year around position.
Start in January 2016

Location: The Herbfarm Restaurant and Farm in the Sammamish Valley, about 25 minutes northeast of Seattle, Washington
Farm Location: 124th & Redmond-Woodinville Road, Redmond, WA USA
Gardens/Restaurant: (One mile north of farm):
      14590 NE 145th St, Woodinville, WA 98072
Supervisors: The Herbfarm Chef and the General Manager
Phone: 425-485-5300 Fax: 425-424-2925
email: jobs@theherbfarm.com

Overview: Maintain the Herbfarm Restaurant’s 5-acre production farm that grows & delivers high quality herbs, eggs, and produce to our restaurant. Animal care. Oversight of on-site display gardens. Oversee staff/volunteers. Computerized tracking of crops and harvested produce. Flexibility and willingness to work hard and sometimes long hours in all weather.

Details: Creating and maintaining growing schedule for The Herbfarm farm based on the chef’s input.
Operating a tractor, walk-behind tractor, rototiller, and mulching mower.
IPM and biological soil & plant management for sustainable techniques. Composting.
Occasional interaction with public when restaurant classes & events are at the farm or at educational events.
Care of apiary, pigs, chickens.
Oversee farm safety.
Oversee Assistant Farmer and small team of seasonal workers and volunteers.
Represent The Herbfarm in local community agricultural organizations and events.
Communicate consistently with the General Manager and The Herbfarm Chef.

Experience and Qualifications:
• 2+ full growing seasons experience with row crop vegetables and culinary herbs (preferably in Western Washington or similar climate)
• Creative skills to manage all aspects of mixed vegetable, fruit, flower, & herb production
• A long term interest in farming & local food production
• Good physical condition: able to lift 50# repeatedly with stamina & energy.
• Simple tinkerer/fixer with basic carpentry skills
• Experience with small gas powered machinery, i.e. rototillers & mulching mowers
• Experience driving tractors and using farm implements
• Be self-directed and comfortable working alone AND be a team player reaching for shared goals
• Strong communication skills—written and verbal
• Experience managing growing and harvest data
• Understanding of IPM, biological soil and plant management

**Character Traits:**
- Works well with others and alone takes direction well
- Self starting, motivated
- Dependable, timely
- Takes pride in work well done
- Organized and tidy
- Guest and Customer oriented
- Cares for staff
- Creative AND willing to take artistic direction
- Must be interested in food
- Communicates well
- Trustworthy and honest
- Doesn’t give up easily

**To Apply:**
- Send resume and cover letter.
- Come by for a tour of restaurant and garden any day between 10 and 3.
- Direct emails to: jobs@theherbfarm.com

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MORE DETAILS
Physical Areas to Oversee: 5-Acre Farm
- Chickens
- Pigs
- Heated Greenhouse
- 3 large poly tunnels
- Washing Shed/Tool Shed
- Tractor with tools
- Hand tools
- Water infrastructure
- Electricity
- Fruit trees/berry bushes
- Bee hives
- Compost
- Farm Cat
- Resident rodents
- Kitchen Garden: 6,000sq ft at the restaurant
- Raised beds
- Beds around restaurant
- Cold frame out back
- Pet pigs
- Building Surround/lights
- Offsite Storage and Garden
- Owners garage and yard often used for storage and alternate location for rare seeds so they are in two locations to hedge against loss/failure in just one.

Areas of Responsibility and Input
Growing
- High quality crop selection with Chefs
- Farm Growing Schedule—with Chefs creating, maintaining in computer
- Design and upkeep of the restaurant’s Kitchen Garden and Restaurant beds
- Responsible growing methods
  - Mapping of locations of crops
  - Purchasing seeds/plugs/supplies
  - Water management
  - Composting
  - Fruit tree pruning
  - Annuals and perennials
  - Wet ground and dry ground

Scheduling
- Reviewing per HF handbook with GM
- Employee safety

Animals—food, water, health
- Chickens for eggs
- Pigs for butchery (pastured at the farm)
- Pet Pigs (in the gardens at the restaurant)
- Bees
- Farm Kitty

Management
- Manage annual budget created with your input
- Annual Budget creation with Chef
- Communication with owners
- Maintenance of expense records
- Maintenance of “sales”/harvest records

Equipment care
- Tractor maintenance
- Cart maintenance
- Organization of Farm tool/equipment
- Tool and Supply storage/control
- Inventory of above

Harvest
- High quality weekly/daily harvest to chef’s specifications
- Computer tracking of harvest

Communication
- Availability list
- Staff meetings
- Farm Management Meetings
- Location of crops
- Problems/Challenges we can all solve together
- Priorities and re-prioritization

Schedule
- Weekend work required
- Less hours in the winter
- Long days in the spring/summer
- Outside in all sorts of weather

Current Equipment and Supplies
- Large Poly Tunnels
- Tool Shed
Tiller
Tractor Attachments
Tractor
Refrigerators
Seed backstock
Heavy Duty Laptop
Heated Greenhouse
Rugged mower
Weedeaters
Compost Pile for evaluation
Drip tape
Ground Cover cloth
Fencing

**Staff**
- Farmer Assistant/Kitchen Gardener (avrg 30 hours all year FT May-Oct)
- Farm Hand(s) April – September
- Volunteers—as needed

**Future Ideas**
- CSA
- Local restaurant supply
- Source for excess
- Grants for various Ag projects

**Would be Successful When:**

**1 Month**
- Knows everyone in the company
- Walked Basil and Borage
- Completed Harvest on own
- Can access Dropbox and The Herbfarm Server files
- Thymely response to emails/texts from HF team
- Maintain daily notebook

**3 Months**
- Timely, accurate, high quality restaurant harvest
- Current and Approved Hedgerow Grant-use or not?
  - Format growing schedule using The Herbfarm plant list

**Update harvest/availability list for all to use**
**Current Staff Schedule**
**Plan for future staffing needs**
**Familiar with Budget and Budget-to-Actual**
**Weekly feedback/plans to GM & Chef**
**Assist in selection of new tractor**
**Assist in sale of old tractor**
**Tool Inventory and shopping list**
**Animal care consistent and thorough**
**Familiarity with local suppliers/sources for supplies**
**Building knowledge of seed and plug sources**

**6 Months**
- Meeting or exceeding budget
- Eighty percent success on meeting growing schedule
- Plan for use of excess produce
- Connecting with local ag community
- Retention of staff
- Kitchen garden full and under control
- Equipment care/maintenance schedule set and maintained

**1 Year**
- Create growing schedule with input from chef, gm
- Maintenance of equipment
- Taking lead in Farm Management meetings
- Input for new varieties to grow
- Input for new techniques to improve or stretch growing season
- Take lead in 24 Hours at farm and other farm/guest programs
- Strong team relations between Chef team and Farm team

**2 Years**
- Plans for being more efficient on the farm
- Consider CSA to recycle excess produce
- Apply for grants to improve/maintain farm
- Begin to develop recognition among peers for work at HF