

Farm Crew Member – Field Crew

Position Description

Pono Pacific Land Management, LLC was founded with a vision of helping Hawai'i's conservation agencies and landowners. Since 2000, we have been providing specialized services to a wide variety of clients in almost every ecosystem in Hawai'i, from mountain ridgelines and forests to coastal areas and near-shore reef systems.

In 2019, Pono Pacific was contracted by Turtle Bay Resort to manage 468 acres of agricultural land mauka of the resort. Kuilima Farm is a healthy, vibrant farm that matches best-in-class sustainability practices alongside Hawaiian knowledge and culture. The ideal candidate will exhibit the values that steer our organization: character, humility, 'ohana (family/community-mindedness), service, excellence, and nobility. The Wash/Pack Lead will act in the best interests of the company, other employees, and in a fair, safe, effective, and legal manner. This role has an opportunity to affect & interact with Hawaii's food system, local, sustainable food production, farm expansion, food hubs & co-op models, and more.

Position Summary

The Farm Crew Member is a full-time role under the direction of the Farm Superintendent or Farm Manager. The Farm Crew Member's responsibilities are to support various components across the farm and will vary depending on the teams they work with. Tasks will encompass day to day upkeep and maintenance of a diversified agricultural operation, and support Kuilima Farm's varied operations, including agricultural production, native plant nursery, hydroponics, wash/pack, the retail farm stand, guiding tours, general housekeeping and all other duties as assigned. An ideal candidate should possess a high degree of professionalism, good communication, and organizational skills.

Essential Duties & Responsibilities

- Responsibilities can include: planting, weeding, harvesting, operating hydroponic systems, farm maintenance and beautification, disposing of waste, washing and packing harvests for sale, supporting farm events, custodial and housekeeping duties, tracking of seeding, harvesting, production, and other activities related to food safety, and more. Additional responsibilities may include working with inventory and supporting occasional community events at the farm.
- This role must be willing to work outdoors even in inclement weather and be flexible and able to work a variety of shifts, including weekdays, weekends, holidays and special events
- Available to work and support a 7-day/week operation
- Other duties as assigned

Physical Requirements

- Able to stand and/or walk and lift and/or carry, push and/or pull objects that weigh up to 100lbs as well as loading and unloading boxes that weigh up to 80 lbs onto and off of a vehicle.
- Able to work up to 10 hours outdoors in the sun or inclement weather, with adequate rest and breaks.
- Frequently twist, bend, stoop, squat, kneel, crawl, climb, reach or work above shoulder, or grasp forcefully
- Occasionally operate and maintain common yard and farm machinery such as lawnmowers, weed-eaters, tillers, hand tools

Work Environment

- Work is conducted primarily outdoors in the field, in greenhouse, shade house, and wash/pack facility. Tasks may require work to be conducted in non-standard workplaces



- Work may be conducted seven days per week as farming requires consistent care. Crews typically start at sunrise, but schedules may vary on occasion.

Education, Experience, and Qualifications

Minimum Qualifications

- Agricultural experience, such as field work, working with hand and small power tools, and comfort using basic machine equipment such as mowers, tractors etc.
- Must be hardworking, trustworthy, and willing to learn.
- Responsible and follows directions while working in small teams or independently.
- Excellent communicator: openly shares observations/questions to fellow Farm Crew Members and Farm Specialists.
- Able to take initiative and work independently
- Valid Driver's License

Preferred Qualifications

- Worker Protection Safety Experience using various herbicide, pesticide and nutrient chemicals as needed.
- Food Safety experience, e.g. GroupGAP

Compensation and Benefits

\$18-\$22/hour, commensurate with prior experience.

Benefits: Health care with dental, drug, and vision, 401(k) Plan, Training and development opportunities

To apply, please submit a cover letter and resume (in a single PDF document) to ponojobs@ponopacific.com