Rancocas Creek Farm
17 Pemberton Rd, Southampton, NJ 08088
www.rancocascreekfarm.org

Job Description: Farm Apprentice
Duration: March 15, 2027 to November 23, 2027

Overview

Rancocas Creek Farm is a venture started by the Pinelands Alliance in 2020. We are working to transform a 72-acre conventional soybean farm into a diverse, chemical-free, regenerative farm. Our goal is to grow high-quality produce by growing healthy annual and perennial crops. We also focus on managing stormwater and rebuilding soil health through plantings, mulches, compost, cover crops, and crop rotations. In 2020, we grew produce on 3.5 acres and sold produce to restaurants, markets, wholesalers, and made donations to food pantries and soup kitchens. In 2021, we grew on 9 acres and established a CSA for 150 families. We also sold produce to restaurants, a caterer, and off-farm clients. In addition, we raised 7 pigs on pasture and grew rye for straw. In 2026, over 375 families joined our CSA. The farm helps promote the mission of the Pinelands Alliance, a non-profit protecting New Jersey's Pinelands since 1989. Farm staff are also part of the Alliance team, and all of our work helps protect New Jersey's wildlife and waterways and provide greater access to natural spaces.



Of course, all of this is a lot of work and requires many hands! To address our needs and to help train the next generation of farmers and food growers, we are offering Farm Apprentice positions. This is an opportunity for interested candidates to get real hands-on experience on a working farm. The workload will be diverse and will include just about everything that needs doing on the farm.

Apprenticeship

Our goal is to find qualified individuals, provide them with proper training and oversight, and give them tasks working with others or individually that require responsibility and quality work. The farm workload, especially in the summer months, is heavy, so we all try to approach jobs with the goal of getting them done in a manner that is *"Thorough and Quick*". That is, we want to do all of our jobs well and also in a timely manner. Farm work can be tough and physically demanding; that is the reality of the profession. Our goal is to help beginning farmers learn the ropes, get acclimated to the pace and have success helping to run a productive farm operation. Candidates don't need to be physical superstars, but they should possess a certain level of fitness and ability to handle physical work, day in and day out, in all kinds of weather. We aim to provide Apprentices with a very full, productive and rewarding farm season. By the end of the year, Apprentices will have developed a solid foundation in the principles of sustainable, regenerative agriculture and how to manage the daily challenges and ins and outs of the farm season.

The Apprenticeship will run from ***Monday, March 15th to Tuesday, November 23, 2027.*** The schedule will vary somewhat with the growing season: for instance we generally start earlier when the weather gets hot and on distribution days. The general schedule will be 8 a.m.–5 p.m., Monday–Friday. Each Apprentice will generally work 2 half-day Saturdays a month and have chores one Sunday per month. Each Apprentice will have 1 week off during the growing season and 3 personal days; these off-days will be scheduled with the Farm Manager. There may be days where the Apprentices are asked to stay late to get a timely job completed (say, a big harvest before a major rain event or help moving irrigation during a drought period). Farming generally is not a 9-to-5 job! But we do our best to respect everyone's time and stick to a schedule as normal as we can.



Educational Opportunities

Apprentices will be given opportunities (generally 2 per month) to take advantage of educational opportunities to expand the breadth and depth of their agricultural experience. These may be in the form of farm tours, workshops, trainings, conferences, etc. We are a part of NJCRAFT (Collaborative Regional Alliance for Farmer Training) and participate in the network's farm tours and gatherings. Opportunities may also come from NOFANJ, Rutgers Cooperative Extension or PASA. Apprentices will also have opportunities to be a part of PPA meetings, discussions, and campaigns as they arise. Our work at the farm always supports and supports the Alliance's work and mission.

Apprentices will also participate in a weekly farm meeting and crop walk. They will be given copies of the weekly plan and the field and crop records during the season. In the Fall, we will review how to devise a crop plan and seed order, and we'll also delve into farm budgeting and financial planning. At the conclusion of the Apprenticeship, the Farm Manager will be available as a resource to review farm plans, write references, and help with networking and farm opportunities.

Compensation

Apprentices will be paid $3,000 / month. Paydays are every other Friday via direct deposit. Apprentices also get whatever produce they need from the farm and pork from our pigs at the end of the season. Apprentices will also be reimbursed up to $150 for gear/farm clothes and a multi-tool. Apprentices will be eligible for workers' compensation.

What The Apprentice Gives

Apprentices are expected to arrive on time, dressed appropriately, and ready to work. The workload will be diverse and will include (but not be limited to): planting, hand weeding, hoeing, irrigating, mulching, feeding, watering and tending to livestock, harvesting, washing, packing, distributing and delivering produce, staffing the CSA distribution shop, making deliveries, and managing volunteers. Some days may involve many different tasks and others may be lots of one thing (i.e. big harvest days or planting days). Apprentices will be trained on tractor operation, safety, and maintenance. Apprentices will have many opportunities to operate tractors and implements throughout the season. This may include seeding, transplanting, cultivating, mowing,

discing, moving compost and so on. The Farm Manager will teach proper hook-up, use, and maintenance of all equipment.



Our farm team will include Apprentices, full-time farm staff, part-time staff, 'workshare' participants, volunteers, students and possibly summer interns. We work with all sorts of people, and the expectation is that everyone on the farm is treated fairly, with respect and with acceptance.

Application

We are seeking candidates who are enthusiastic about growing food and working outside. The Apprenticeship at Rancocas Creek Farm ***is a commitment*** and will require participants to have a strong work ethic, positive attitude, can-do spirit, and desire to work with all kinds of other people. This is an intensive, comprehensive, and often ***fun*** opportunity for the right candidates! We are interviewing candidates on a rolling basis and will leave the job open until we find the right hires.

Candidates must be at least 18 years old and have a valid driver's license. To apply, please send a letter of interest, resume, and references to:

Jeff Tober
Farm Manager
Rancocas Creek Farm
17 Pemberton Road
Southampton, NJ 08088
jeff@pinelandsalliance.org
609 859 8860 x 130

We are dedicated to furthering justice, equity, diversity and inclusion in our staff and work. We want everyone to know the Pinelands is theirs to enjoy through low-impact recreation, and to help people of all means and backgrounds to experience this natural treasure. All qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender or disability.