Job Description

Job Title: Pick Your Own Strawberries Retail Crew **Employment Status**: PT, Seasonal
Reports to: Field Production Manager **FLSA Status**: Non-exempt

Overview:
Spring Ledge Farm grows approximately 27 acres of mixed vegetables, strawberries, and sweet corn which we sell through our Farmstand. All members of the Spring Ledge Farm team love to be outdoors, have great attitudes, work well with others, can work independently, are reliable, communicate well and persevere in the face of challenges like weather, mud, and sun. The Pick Your Own (PYO) Strawberries Retail Crew is the friendly face of our PYO operation. Crew members split their time between running the register in the PYO booth and working out in the field directing customers. In the booth, you will greet customers with a positive, outgoing attitude, sell them the container size they want at our flat-rate pricing, make change, and manage the cash drawer. Out in the field, you will assign customers to a row, maintain the flagging system, keep pickers in their assigned rows and sections, and make sure everyone has a happy picking experience. You will also make up flats so they are stocked and ready to go.

Responsibilities:
Field & Booth Work – Crew members share in the core PYO tasks listed below, rotating between the register booth and the field as needed:

- Greeting customers warmly and explaining how our Pick Your Own operation works
- Running the register in the PYO booth: selling customers their choice of container size at flat-rate pricing (customers pay ahead of picking)
- Making change accurately using both mental math and a calculator, and managing the cash drawer
- Directing customers out in the field, assigning each group to a row, and maintaining the flagging system

- Keeping customers in their assigned row/section and ensuring they have a happy, smooth picking experience
- Making up flats and keeping back stock ready to go
- Other PYO and crop maintenance tasks as needed

Schedule and Season

- These positions are part-time with a minimum of 4 days per week, always including at least 1 weekend day.
- Work typically starts around June 20th and continues through the strawberry season, which typically ends around July 12th.
- This position may be extended past mid-July if conditions arise and both employer and employee agree.
- Our hours of operation are 8:00am–1:00pm. Employee shifts run 7:45am–1:15pm. Employees are expected to be here and ready to start work promptly at 7:45am. This means arriving several minutes early to get settled in before clocking in.
- Occasional days off are accepted with prior approval by the field production manager, but be advised that you are generally obligated to work the days on which you are scheduled.

Skills and Qualifications:

- Positive, outgoing personality and a love of talking with customers
- Strong customer service skills with the ability to stay friendly and calm during busy periods
- Comfortable handling cash and making change quickly using mental math and a calculator
- Trustworthy and accurate with money and the cash drawer
- Ability to work effectively and efficiently with limited supervision
- Critical thinking and decision-making skills; able to make effective decisions under uncertain/variable conditions
- Highly effective collaborative skills; must perform comfortably in group settings
- Strong work ethic with a history of good attendance
- Flexibility and willingness to shift gears as priorities change
- Ability to lift/carry up to 50 pounds repeatedly throughout the day
- Must be able to perform physical work in a variety of positions and at various heights including bending, squatting, reaching, twisting, etc.
- Ability to work outdoors in all kinds of weather conditions
- Willing and able to learn quickly

- Ability to follow written and verbal instructions
- Prior cash-handling/register and customer service experience a bonus but not required
- A good attitude and a sense of humor!