

Seeking ORGANIC FARM TEAM MEMBER for Goulds Natural Medicine Organic Herb Farm

Do you enjoy doing physical work, both outdoors and indoors, and working with the earth and plants? Do you have an interest in herbs and organic/biodynamic production horticulture?

A new *opportunity* exists for a capable person to join our Farm Team and to help us grow the medicinal herbs that we use in all areas of our natural medicine business.

Please note - this is a long-term position and **not suited to seasonal or temporary workers**. You must be an Australian Citizen or Permanent Resident to apply.

If you:

- have a keen interest in gardening, and organic/biodynamic production horticulture
- have an interest in herbs and herbal medicine
- have a strong work ethic and strive for excellence and productivity
- have an eye for detail and a willingness to learn, take directions, and apply instructions
- are strong, robust, with good physical fitness and endurance
- are happy working outdoors in a variety of weather conditions (and also enjoy working indoors)
- have a caring attitude, are considerate, and are able to integrate and work closely with a small team in a collaborative workplace culture

Please read further...

We're recruiting now for a **Farm Team Member** to work on our biodynamic herb farm near Hobart, as part of our dedicated Farm Team, an integral part of [Goulds Natural Medicine](http://www.gouldsnaturalmedicine.com.au), which is making a positive difference to the community and to natural medicine health care. <http://www.gouldsnaturalmedicine.com.au>

Goulds Natural Medicine Herb Farm (Bronzewing Botanicals) is a 20 hectare certified organic farm (including 1 hectare of medicinal herbs) in Allens Rivulet, Tasmania (25 minutes South-West of Hobart).

The successful applicant would be joining a small team of motivated and hard-working individuals who manage the farm and are dedicated to ensuring that the herbs we grow and the tinctures and teas we produce are of superb quality.

The employment would be for a minimum of 4 days/week, 32 to 38 hours

Pay would initially be as Casual in accordance with the Horticulture Award with the opportunity to convert to Permanent after 6 months satisfactory performance.

The farm produces around 40% of the herbs that are used as tinctures, teas and other products in the Goulds Natural Medicine Apothecary and Clinic - a consistent supply of high-quality herbs is imperative for the operation of the apothecary and clinic. To read more about the farm, visit:-

<http://www.gouldsnaturalmedicine.com.au/farm>

PLEASE READ the *Full Position Description*, below, to find out more about the type of person we're looking for, the job conditions and the skills required.

Selection Criteria

Please ensure to address all of the Selection Criteria when applying, in the body of your cover letter

1. Interest in gardening, herbs and production horticulture.
2. Ability to work with supervision, guidance and feedback from the experienced members of the Farm Team, but also the capacity to work independently and to participate in collaborative decision making and management of the farm
3. Keen to work within the farm's organic and biodynamic practice model and paradigm
4. Reside locally or live within a reasonable distance of the farm (or willing to relocate).
5. Own reliable transport and Driver's Licence.

Important – this is a long-term position not suitable for backpackers

HOW TO APPLY

To apply for this exciting opportunity, please submit the documents listed below to:

farm@gouldsnaturalmedicine.com.au

no later than **Wednesday 4th September 2024**.

Prior to applying, please ensure you have read the *Full Position Description* – below - (No phone enquiries please)

- **Cover Letter** - please write an introductory letter about yourself and why you are applying for this job. Please address the **Selection Criteria** (listed above) in the body of your cover letter
- **Resume** – please ensure to include your **full contact details, employment history details** with special attention to relevant experience (particularly herb or vegetable growing, other farm work or horticultural experience), any relevant voluntary work, and **education history details** including any relevant courses/training
- **Qualification certificates** if applicable

PLEASE NOTE that there will be an Information Session at the herb farm for shortlisted candidates on Wednesday 11th September 2024.

Interviews will be on Wednesday 18th September.

Please save these dates, so if you are shortlisted then you will be able to attend.

We will notify shortlisted candidates by Saturday 7th September, and notify candidates for interviews by Saturday 14th September.

Full Position Description

ORGANIC FARM TEAM MEMBER Goulds Natural Medicine Organic Herb Farm

Employer: Althaea Pty Ltd trading as Goulds Natural Medicine

Work Type: Permanent after initial period as Casual

Location: Southern Tasmania

Goulds Natural Medicine Organic Herb Farm (Bronzewing Botanicals) is a 20 hectare certified organic property that includes 1 hectare of medicinal herbs. The farm is in a bushland setting in Allens Rivulet, Tasmania (25 minutes southwest of Hobart) and is an integral part of Goulds Natural Medicine.

The herb farm follows organic and biodynamic principles and methods to produce premium quality herbs. Optimum conditions are maintained through application of biodynamic compost made on the farm, good weed control, drainage, irrigation, timing of harvest, and good drying conditions. Many of these operations are carried out by hand to ensure the best results.

The successful applicant would be joining our motivated and hard-working Farm Team who are dedicated to ensuring that the herbs we grow and the tinctures we produce are of superb quality.

The farm grows over 80 species of herbs and supplies around 40% of the herbs that are used as tinctures, teas and other products in the Goulds Natural Medicine Apothecary and Clinic. A consistent supply of high-quality herbs is imperative for the operation of the apothecary and clinic.

The person

This person must have a keen interest in gardening and production horticulture. They must have a strong work ethic and strive for excellence and productivity, with an eye for detail and a willingness to take directions and learn and apply instructions. The person must be strong and robust, with good physical fitness and endurance, and be happy working both outdoors and indoors in a variety of conditions. They must have a caring attitude, be considerate of others, and be able to integrate and work closely with a small team in a collaborative workplace culture

The Job

The Farm Team Member, once familiarised and/or trained in the farm's operations, will be expected to perform the necessary duties productively and with care - i.e., thoroughly, with pride, attention to detail and efficiency.

Please note - this is a long-term position and **not suited to seasonal or temporary workers**. You must be an Australian Citizen or Permanent Resident.

Primary duties and tasks

The Farm Team Member would be involved in a wide variety of farm duties, including but not limited to:

- soil care, ground work and preparation to organic and biodynamic standards
- crop propagation – by seed or division – and seedling planting (by hand)
- weeding and crop maintenance (much by hand, using various hand tools and some mechanical equipment such as the rotary hoe)
- ongoing harvesting of various herb crops from October to July (by hand or using various hand tools such as reaping hook, scythe, flower comb, digging fork), and washing root crops
- drying herbs, and processing of dried herbs, including screening, milling and packaging
- maintaining quality control for each process and ensuring consistency of product
- participating in record keeping, crop planning, ordering and stock management to supply Goulds Apothecary with dried herbs and tinctures
- compost making on a large scale using the tractor with frontend loader and hand layering of ingredients; spreading compost onto crops
- basic hand tool operation and maintenance; maintaining and cleaning premises and equipment
- set up, operation and maintenance of irrigation (gravity feed dam water to mostly sprinkler irrigation system)
- operation of tractors and other machinery in a mindful and safe manner (training will be provided)
- assist with ongoing farm maintenance and development, including fencing, machinery maintenance and repair, drainage, cultivation, mowing etc

Qualifications and Experience

Essential

- A genuine interest in the work and the farm, including interest and/or experience in organics/biodynamics/biological growing methods
- An appreciation of herbal medicine and a love of plants
- Good manual skills and the ability to learn a wide range of new manual tasks and techniques

- Ability to perform a large variety of tasks in a complex workplace
- Current driver's licence and own reliable transport
- Must be able to operate, or learn to operate, farm machinery – tractors, rotary hoes, mowers – safely and productively for extended periods
- Ability to work with supervision, guidance and feedback from the experienced members of the Farm Team, but also the capacity to work independently and to participate in collaborative decision making and management of the farm
- Keen to work within the farm's organic and biodynamic practice model and paradigm

Desirable

- Horticultural training and qualification an advantage, but not essential if the applicant has relevant experience in production horticulture, especially organics/biodynamics
- Previous experience of commercial organic growing and/or horticultural farm work
- A sound knowledge of basic herb varieties
- Other farm-relevant skills or experience (e.g. welding, farm machinery maintenance and repairs, fencing etc.)
- Computer literacy including competency with Excel

Pay and Working Conditions

- Must be available to stay on an ongoing, long-term basis
- The Farm Team Member would work a minimum of 4 days/week – average 32 to 38 hours.
- Generally, 8.30am start – around 5.30pm finish. Longer hours may be necessary during busy periods
- The successful applicant must be willing to take no significant holiday breaks from the beginning of September to the end of January as this is the farm's busiest period
- Pay rate: In accordance with Horticultural Award 2020
 - will depend on qualification and experience, starting on a casual rate. according to skill levels and responsibilities, Casual Level 1 is \$29.33, Casual Level 2 is \$30.13, Casual Level 3 is \$30.95
 - after 6 months, conversion to a permanent position would be available

