



SUBSTITUTE GRAIN STAND SPECIALIST

Updated: November 2023

WHO WE ARE: FRESHFARM builds a more equitable, vibrant, sustainable, and resilient food system in the Mid-Atlantic region by producing innovative solutions in partnership with local communities and organizations. We create food access, economic development, and thriving communities through hands-on education, farmers markets, and food distribution programs. FRESHFARM's agricultural programs - including our network of over two-dozen producer-only [Farmers Markets](#) and the country's first and only [Pop-Up Food Hub](#) - ensure that fresh and local foods are accessible to all while providing vital economic opportunities for growers and amplifying their vital role in improving our regional food system.

FRESHFARM is partnering with the [Common Grain Alliance](#) to launch weekly Farmers Market Grain Stands, which will broaden the offerings of FRESHFARM markets by offering local grains to DMV area customers. The aim of the Grain Stands is to build a market for Mid-Atlantic grains, in order to help sustain the businesses of farmers, millers, bakers, and grain artisans in our region. support the local grain shed and offer locally grown grains to consumers by piloting a cooperative grainstand model at our market.

WHO YOU ARE:

- Excited to work outdoors at a local Farmers' Market and to support local producers.
- Interested in learning more about the regional grain shed and leveraging any grains experience you bring to the table.
- A creative and flexible problem solver who is proactive and communicates clearly.
- Passionate about creating inclusive spaces for the community to enjoy and access local food and support regional farmers and food producers.
- Retail experience preferred, but not required.

WHAT YOU'LL DO: Substitute Grain Stand Specialists cover open Grain Stand shifts and serve as an ambassador of Common Grain Alliance member businesses' vendors' products at the market; they will actively engage with customers including promoting the products and facilitating sales. Furthermore, they will educate visitors about regional grains, CGA, and the grain producers.

Operations

- Transport products and equipment at the beginning and end of shift in the company cargo van, as needed.
- Set up and break down the market display (tents, tables, products, marketing materials, etc.).
- Restock products as they sell and keep an organized display.

Customer Service & Communication

- Participate in periodic training sessions to deepen knowledge of products.
- Remain knowledgeable on product offerings and their producers.
- Create and maintain an extraordinary customer service experience.
- Collaborate with other grain vendors at markets to cross-promote products.

Administration & Finance

- Manage sales transactions using Square POS.
- Ensure accurate & timely submission of reports and support with monitoring market statistics.
- Readily communicate feedback and thoughts to the supervisor.

THE PERKS:

- Get first hand experience working directly with farmers, producers, and local communities, and learn about DC's local food system along the way!
- Work with a collaborative, diverse, welcoming, and fun-loving team.
- Get access to an abundance of fresh produce and other exciting local products.

THE DETAILS:

- This is a part-time, non-exempt position with a starting rate of \$20 per hour, with increases up to \$22 per hour pending performance and tenure
- Substitutes will cover shifts when Grain Stand Specialists are sick or have conflicts. Ideally we're looking for subs who can provide coverage for any shift on at least one day (Saturday or Sunday); being able to cover shifts on both days would be ideal. **All shifts start at PUFH HQ in Hyattsville.**
 - Saturdays, ~6am - 2pm: [Arlington](#) shift
 - Sunday, 6:30am - 4pm: [Mosaic](#) shift
 - Saturdays, ~7am - 3pm: [Silver Spring](#) shift
 - Sundays, 6am - 3pm: [Dupont](#) shift
- At the start of their shift, Substitute Grain Stand Specialists must arrive to PUFH HQ in Hyattsville MD (free parking, limited access by public transportation) and then drive a FRESHFARM van or truck to transport supplies & equipment to/from Stand(s)
- This is currently a seasonal role for the Main Season (typically through December); we may extend some stands through the Winter Season & all seasonal hires have the option for rehire in future seasons
- All part-time employees receive 40 hours annual sick leave. This is a seasonal role and is not eligible for holiday or vacation leave, or any company benefits.

PHYSICAL & OTHER REQUIREMENTS:

- Must be able to: regularly load and unload up to 50 lbs onto or off of a dolly from a van, shelf, or table' push a 100-500 lb cart or dolly across a distances ranging from 100-400 yds; and to remain in a stationary position 3-5 hours during the work day
- Must be able to work in all-weather conditions in an outdoor environment.
- Must be fully vaccinated against COVID-19 or willing to acquire and submit a weekly COVID test
- Valid driver's license and clean driving record: no more than 2 at-fault accidents, 3 minor moving violations, & 4 non-moving violations within the past year AND zero major moving violations (driving with a suspended/invalid license, DUI, reckless driving, speed contests) within the past 4 years
- Access to a vehicle is a plus, but not required, to facilitate ease of commute to PUFH HQ
- Access to a personal smartphone with data; \$25/month cell phone stipend provided

HOW TO APPLY:

- Complete the [Grain Stand Specialist Application Form](#); we strive to respond within a few weeks.
- Candidates selected to move forward should expect to have a 1 hour interview & provide 2 references.

EQUAL OPPORTUNITY EMPLOYMENT

FRESHFARM is an equal opportunity employer. We are committed to diversity and building an equitable and inclusive workplace for people of all backgrounds and experiences. **We encourage members of traditionally underrepresented groups to apply, including people of color, LGBTQ+ people, veterans, and people with disabilities.** We do not discriminate, and will take affirmative action measures to prevent discrimination against any employee or job applicant on the basis of race, color, national origin, gender, gender identity, gender expression, sexual orientation, age, religion, creed, disability, or veteran status in the following areas: employment, recruitment, or advertisements for employment; compensation, termination, upgrading, and promotions; any other conditions of employment.