

# ***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

### ***Primary Objective***

*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 farmwork
- 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
  - o 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
  - o after 6 months, conversion to a permanent position would be available