

Dark Nectar Cooperative is expanding our flagship Urban Vermiponic Farm in Bonita, Ca. We are a new and innovative cooperative dedicated to advancing regenerative urban agriculture. We are looking for a vibrant person, who is dedicated to uplifting their own community.

Please search for more information about us on our website, instagram and youtube. We were recently the recipient of the CDFA Farm to School Incubator Grant Program. This grant is enabling us to hire an apprentice for 6 months of on-the-job training in urban farming and vermiponics. We want to hire someone that will transition to long-term employment after the 6 months of training.

Duties will include both of the two classes of work:

- Farming
 - Vermiponic farming
 - No-till soil-based regenerative farming
 - Seedling propagation
 - Seedling transplanting
 - Crop health monitoring and analysis
 - Nutrient testing and analysis
 - organic/regenerative/sovereign nutrient management
 - Pest and disease management
 - Harvesting, packing, delivery
 - If you would like advanced training, at your request it may include:
 - formulating foliar applications
 - Designing and running crop trials
 - Farm Building and Infrastructure Maintenance
 - Building wood-frame Vermiponic systems and vermiculture systems
 - Plumbing, irrigation and water filtration system installation
 - Troubleshooting broken parts and repair
 - If you would like advanced training, at your request it may include:
 - Farm design and specification
 - Solar power system installation
 - Farm monitoring/sensing system installations (sensors include temperature, humidity, pH, ORP, water level, cameras, power failure)
 - Greenhouse building
 - Refrigeration building and repair
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- 12-24hrs/week (2-4 days/week, flexible hours and days)
 - \$17-\$23/hr while training
 - no benefits
 - After 800 hrs of labor, you are eligible to become a worker-owner. There are currently 4 worker-owners.

You must have at least 1 year experience in one of these two skill sets:

1. Small-scale farming

OR

2. Woodworking or wood framing or handyperson jobs or general construction

(You must have ambition to learn the skill set above that you don't have experience in)

Other desirable skills:

1. Technical background (education or work)
2. Experience with hydroponic or aquaponics
3. Understanding of chemistry
4. Understanding of microbiology and soil microbiome
5. Understanding of plant nutrition (or nutrition in general)
6. Experience running a small business or startup
7. Experience in community organizing or activism

You have demonstrated a history of:

- Investing in relationships in your community and workplace. Consistently showing up for the folks that surround you. Are rooted and invested in a place. Have the ability to communicate your needs, learn the needs of others, and effectively negotiate a balance between the two. Cultivate accountability of yourself to others, and gently assist others in being accountable to you. Does not avoid conflict and can move through conflict with sensitivity, to create a culture of repair and regeneration. Gently leans into difficult conversations.
- Being a self-motivated life-long learner that continuously takes initiative to advance your own skill and knowledge
- Ability to work independently and collaboratively. Can both lead in a project and take direction in a project. (It's completely okay to prefer one over the other.)
- Maintain an organized and clean workspace that coworkers can easily integrate with.
- Does not just check off tasks, but self-regulates so your work upholds a high standard and is helpful to the whole team and operation.
- Clearly and promptly communicate when you are not able to meet an expectation or need help.

Send a resume to benny@darknectar.org

In the email, submit 3 references and briefly answer these questions:

1. Why is it important for you to make a livelihood in farming?
2. What community do you belong to and how will this work benefit your community?
3. If you don't continue to work with Dark Nectar Cooperative after the 6 months of training, how will you use the skills/knowledge you've gained?