

Marketing and Production Apprentice Application

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| General Apprenticeship Description | | | | | | |
| Grow Pittsburgh is a non-profit organization with a mission to teach people how to grow food and promote the benefits gardens bring to our neighborhoods. At The Frick Greenhouse, Shiloh Farm, and Braddock Farms, we grow seedlings, vegetables and fruits naturally without synthetic pesticides or fertilizers. The produce is sold through seasonal farm stands and small Community Supported Agriculture programs, as well as to restaurants in the Pittsburgh area.  The apprentice will learn varied aspects of vegetable production and sales by working at multiple Grow Pittsburgh production sites over the course of a season. The apprentice will spend the spring working at the Frick Greenhouse and Shiloh Farm, learning all aspects of seedling production and sales. Throughout the summer and fall, the apprentice will split time between Braddock Farms and the Frick Greenhouse and Shiloh Farm. The apprentice will be responsible for planning for and executing weekly farm stands which run June-October, 3-6pm on Thursdays at Shiloh Farm and 10am-2pm on Saturdays at Braddock Farms. | | | | | | |
| Qualifications | | | | | | |
| Applicants do not need to have a strong background in farming or gardening. We are looking for the following qualifications:   * Strong interest in Grow Pittsburgh’s mission. * Positive, outgoing, self-motivated and hard working. * Excellent planning and organization skills * Quick learner * Willingness to work in the greenhouse, outdoors in the garden, and indoors in an office setting * Desire to interact and work with people on a daily basis | | | | | | |
| Apprenticeship Details | | | | | | |
| Duration | | March 9, 2015 – October 30, 2015 | | | | |
| Hours | | This apprenticeship averages 34 hours/week with flexibility to work late and on weekends when necessary. | | | | |
| Schedule | | **March 9 – May 29:** Frick Greenhouse and Shiloh Farm  Monday: 8am-4pm  Tuesday: 8am-4pm  Wednesday: 8am-5pm  Thursday: 8am-5pm  **June 1 – October 30:** Frick Greenhouse & Shiloh Farm (F/S), Braddock Farms (B)  Wednesday: 8am-4pm (F/S)  Thursday: 9:30am-6:30pm (F/S)  Friday: 8am-5pm (B)  Saturday: 8am-4pm (B) | | | | |
| Compensation | | $10/hour | | | | |
| Applicant Information | | | | | | |
| Name: | | | | | | |
| Address: | | | | | | |
| Email Address: | | | | | | |
| Phone Number: | | | | | | |
| Work Experience | | | | | | |
| Please list your employment history. This may include volunteer work experience. | | | | | | |
| Position | Employer | | | Dates of Employment | | Description of Responsibilities |
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| Questions | | | | | | |
| Please respond to these questions in the space provided. If you need more space, feel free to use the lines on the back page of the application. | | | | | | |
| What are your hobbies and personal interests? | | |  | | | |
| Why are you interested in this position? | | |  | | | |
| What specific characteristics, personality traits or skills make you a strong candidate for the apprenticeship? | | |  | | | |
| What do you hope to do in the future and how might this apprenticeship help you reach your future goals? | | |  | | | |
| References | | | | | | |  |  |  |
| Please list the contact information for two different people that can be contacted to provide either character or employment references (at least one employment reference). If you do not have an appropriate employment reference please include an education reference (i.e. past teacher).  Note: References will not be contacted until after an in-person interview has taken place. | | | | | | |
| **Reference 1 :**   * personal/character reference * Employment reference * Education reference | | | | | | |
| Reference Name | | | | |  | |
| Relationship to Applicant (former employer, teacher,etc…) | | | | |  | |
| Reference Phone number | | | | |  | |
| Reference email address (optional) | | | | |  | |
| **Reference 2 :**   * personal/character reference * Employment reference * Education reference | | | | | | |
| Reference Name | | | | |  | |
| Relationship to Applicant (former employer, teacher,etc…) | | | | |  | |
| Reference Phone number | | | | |  | |
| Reference email address (optional) | | | | |  | |
| To Apply | | | | | | |
| **Deadline:** All applications must be received by January 12, 2015.  **Option 1:** Email or mail a resume and cover letter  **OR**  **Option 2:** Email or mail a completed application  **Email items to:** Marshall Hart and Cassandra Morgan at: [marshall@growpittsburgh.org](mailto:marshall@growpittsburgh.org), [Cassandra@growpittsburgh.org](mailto:Cassandra@growpittsburgh.org)  Please note in your email subject line: “Marketing and Production Apprentice Application.”  **Mail or deliver items to:**  Cassandra Morgan  Grow Pittsburgh  6587 Hamilton Ave #2W  Pittsburgh, PA 15206 | | | | | | |

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**Skills the Apprentice Can Expect to Learn**

*Planning*

* Seed selection and estimation of quantity needed
* Crop rotation
* Soil test interpretation

*Soil Building*

* Creating and using compost
* Adding amendments
* Mulching
* Cover cropping

*Planting*

* Bed preparation
* Direct-seeding techniques
* Transplanting techniques
* Seeding for Transplants
* Propagation from cuttings
* Understanding and following seeding schedules
* Succession planting

*Crop Maintenance*

* Weed ID and weeding tactics
* Cultivation
* Watering and irrigation
* Trellising
* Fertilizing
* Pruning and dividing perennial crops
* Crop management based on growing conditions
* Correct tool and equipment usage and maintenance
* Season extension practices

*Pests, Beneficials, & Disease*

* Common vegetable pest and beneficial insect ID
* Common vegetable disease ID
* Control of pests and disease through organic management techniques

*Harvesting and Processing*

* How and when to harvest
* GP produce specifications, including processing and packaging guidelines

*Marketing*

* understand general marketing techniques used to distribute farm produce through:
  + Farm Stand: direct to customer
  + CSA: direct to customer
  + Penn’s Corner Farm Alliance: restaurant and individual customer sales through a farm cooperative
  + Direct to restaurant
* Direct interaction with customers and restaurants

*Record-Keeping and Evaluation*

* Day to day, on-farm record keeping
* Seed inventory
* End of season variety evaluation

*General*

* Understanding of main tenets of organic farming
* Comprehension of key vocabulary terms
* Awareness of current organic growing philosophies