



OAK SPRING

GARDEN FOUNDATION

1776 Loughborough Lane
Upperville, Virginia 20184
540-592-3159
osgf.org

Biocultural Conservation Farm 2026 Seasonal Farm Crew

POSITION DESCRIPTION

Oak Spring Garden Foundation is now accepting applications for three full-time seasonal farm crew members to work on our Biocultural Conservation Farm. These positions will begin early March 2026 through November 2026. **Application review will begin early January, so interested applicants are encouraged to apply early.**

The selected individuals will work at the Oak Spring Garden Foundation's Biocultural Conservation Farm (BCCF) to assist with the production of vegetables to be used on-site for our small Community Supported Agriculture (CSA), and to be donated to local food banks. These positions are ideally suited to those with a passion for food and farming and who are looking to gain hands-on experience with small-scale, ecological farming practices. Previous experience working on a farm for this position is preferred but not required.

Schedule:	Full-time (40 hours/week) with some weekend and evening hours to begin in early March 2026 and end in November 2026
Pay Rate:	\$20/hour; Paid holidays and approximately one week of PTO provided <i>Please note</i> – preference will be given to local candidates who do not require onsite accommodation. However, if housing is available at the time of hire, it may be an option for non-local candidates.
Location:	Upperville, VA; The Oak Spring estate is located in rural northern Virginia, 15 minutes from the nearest town and approximately 1 hour west of DC.
To Apply:	Applicants are encouraged to apply early as we will begin reviewing applications in early January. To apply, please email a resume and cover letter to hr@osgf.org with the subject line "BCCF 2026 Farm Crew". Please describe your experience with farming/agriculture, what this position would mean to you and your future goals. Please note – Applications submitted without a cover letter will not be considered.

ABOUT THE OAK SPRING GARDEN FOUNDATION + BCCF

The 700-acre Oak Spring estate is located in Upperville, VA - which is nestled in the Virginia Piedmont, between the Blue Ridge and Bull Run mountains. The foundation's mission is to support fresh thinking and bold action on the history and future of plants, including the culture of gardens, and landscapes and the importance of plants for human well-being. Our Biocultural Conservation Farm (BCCF) plays an important role in fulfilling this mission. Established in spring of 2019, the BCCF's current objectives are rooted in food production, conservation and education.

To date, the BCCF has donated more than 160,000 lbs of fresh produce to several food banks and initiatives in our community. Additionally, we run a small CSA program over 24-weeks from May-November in which customers pick-up a curated share of fresh vegetables once a week on the farm. The BCCF also works closely with our onsite Chef to provide our visiting artists and scholars in residence, as well as short course and workshop guests, with access to produce grown on the farm during their stays here.

Due to our unique geographical location and the agro-biodiversity and cultural foodways that exist within this region, we are very interested in growing and preserving heirloom crops that have a cultural and historical significance. In addition to the high-intensity, ecologically grown vegetable production on the farm, we also have several plots dedicated to production of seed as well as plants used by humans for natural dyeing, papermaking, fiber, medicine, and more. Most of the work week is focused on intensive annual food production, however, farm crew should expect to spend a small portion of their time in the seed saving/natural dye/fiber/medicinal herb gardens – harvesting and processing materials, planting, weeding, etc.

Although our original goals for the BCCF were deeply rooted in shaping a farm around Biocultural Conservation, we felt strongly about meeting the needs of helping to feed our community first and foremost. The COVID pandemic highlighted these needs in ways that we could not have originally planned, so the BCCF pivoted and has focused primarily on building our production-based systems to focus on increasing annual donations to our local food banks and pantries. The BCCF has plans to continue to develop and elevate our seed saving efforts and explore what it could mean to be a farm rooted in Biocultural Conservation, however, we will still remain steadfast to our community in increasing access to fresh, naturally grown produce as our main mission.

These full-time positions work 40 hours/week Monday-Friday. Each team member on the BCCF team additionally works one weekend in rotation with the other farm staff (typically a 6-8-week rotation) which would be followed by time off later that week to compensate for the hours worked over the weekend. CSA distribution days are managed by one team member each Wednesday, May – November, and are rotated weekly.

Please note: We are not able to accommodate part-time applicants. Farm Crew positions are suited for individuals who can commit to the full schedule of 40 hours per week, March – November, except in the case for approved vacations and/or unplanned illness.

RESPONSIBILITIES

Work closely with the Biocultural Conservation Farm (BCCF) team in all farm-related responsibilities, to include:

- Proper care and ongoing maintenance of the production fields, production greenhouse and hoop house, seed-saving and utility plant plots, cold frames, native pollinator plots, appropriate trees and open spaces.

- Actively participating in all facets of small-scale food production including: bed preparation, planting, watering, weeding, pruning, spreading compost, mulching and propagation of cultivated species.
- Harvesting, washing, packing, weighing, and delivering of fruits and vegetables.
- Managing CSA pick-up in rotation with the rest of the team.
- Maintaining a clean and safe workplace within shared indoor spaces (wash/pack, greenhouses, garage, etc.). Maintenance to include: sweeping, mopping, cleaning and sanitizing of tabletop surfaces, harvest bins and tools, sinks, wash tubs, etc.
- Assist with the maintenance of the seed-saving and utility plant plots (bed preparation, planting, weeding, watering, harvesting and cleaning of seed, etc.)
- Assist in the proper care of our pastured poultry flock to include: feeding, changing water, collecting eggs, turning the flock in and out, observing for injuries or illnesses, etc. This may also include assisting in the processing the birds for meat (optional).
- Work a full weekend in a 6-8-week rotation with the team, March – November. Weekend duties include taking care of chickens, managing field and greenhouse irrigation, light harvesting (depending on season), mowing, weeding, etc.
- Willingness to learn the use of light and heavy equipment and exercise safety precautions when using. Equipment may include: farm pick-up trucks, a BCS two-wheel walk-behind tractor, weed-eaters, leaf blowers, riding lawn mower, etc.
- Willingness to assist in any OSGF and/or farm-related ticketed events as needed. These will include at least two farm-to-table dinners and a fall farm festival day, however, other events may be required. Events will be communicated well in advance.
- Engaging with the BCCF volunteers while they are here for their weekly shifts in a positive and welcoming manner. Assisting in answering their questions and demonstrating proper techniques for the assigned task.
- Assist in sharing photography with the OSGF Communications Team.
- Other projects as assigned by the Biocultural Conservation Farm Director.

PREFERRED QUALIFICATIONS

- Demonstrated interest and passion for food and farming. Experience working on a farm/university farm/market garden/etc. is a plus.
- Ability to meet physical requirements of working outside, in varied weather conditions **(including extreme heat and cold, rain, snow, humidity)** in a working farm setting.
- Ability to do repetitive tasks for long periods of time (e.g., weeding, mulching, etc)
- Ability to work quickly, efficiently and thoroughly in every assigned task.
- Ability to work independently and also as part of a team.
- Excellent time-management, communication and organizational skills.
- Dependable, collaborative and supportive team player.
- Ability and willingness to operate machinery.
- Must have physical stamina to participate in rigorous outdoor activities.
- Ability to exhibit safe and responsible conduct in outdoor environments.
- Must be able to lift at least 50 pounds.
- Must have a valid driver's license. Position requires operation of an OSGF vehicle or farm machinery.
- Must have reliable transportation to and from OSGF daily.

TO APPLY

To be considered for the Farm Crew positions, please email a resume and cover letter to hr@osgf.org with the subject line “BCCF 2026 Farm Crew”. Please describe your experience with farming/agriculture, what this position would mean to you and your future goals, and when you could start. We will begin reviewing applications in early January and will continue on a rolling basis until all three positions are filled. **Please note: Applications submitted without a cover letter will not be considered.**

Oak Spring Garden Foundation is an equal opportunity organization and will not allow discrimination based upon age, ancestry, disability, gender identity, national or ethnic origin, race, religious belief, sex, sexual orientation, marital status, political belief, or veteran status.