



Center for Regional Food and Farming

## Job Opening: Livestock Apprentice

**The Glynwood Center for Regional Food and Farming is an equal-opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.**



**Overview:** Glynwood's Livestock Apprenticeship program is for young farmers who are ready to pursue a career raising livestock and want to increase their farming knowledge and skills. Apprentices gain a solid foundation in the skills necessary to work on a small-scale diversified livestock operation. Apprentices will go beyond gaining hands-on experience and learning technical skills through working as a team member to manage Glynwood's Animal Welfare-Approved livestock operation. The 9-month Livestock Apprenticeship aims to enhance your understanding of the principles and practices of regenerative, pasture-based production of beef, pork, lamb and poultry products.

The Glynwood Apprenticeship is an intensive vocational training program. Apprentices work full-time in the fields on the livestock team and are an integral part of daily livestock care which includes feeding, watering, and managing all species on pasture. Beyond gaining hands-on experience and learning technical skills as a team member, apprentices receive significant educational support including extensive in-field training covering the principles of regenerative, rotationally grazed livestock production, complete assessments of their skills and progress towards program goals, and a 60-hour classroom curriculum. All of this is built into the full time schedule. Apprentices are expected to support Glynwood's culture of philanthropy and may be asked to contribute to story-telling projects or events led by our development and communications team.

**Regular Work Hours:** The apprenticeship begins on March 11, 2024 and ends on December 13, 2024. Daily start and end times vary by season, and will include occasional longer workdays, and weekend chores up to two per month.

- March to Mid-May: 7:30am - 4:30pm workday with a 1 hour unpaid lunch break
- Mid-May to Mid-August: 7:30am - 5pm workday with a 1 hour unpaid lunch break
- Mid-August to December: 7:30am - 4:30pm with a 1 hour unpaid lunch break

**Compensation:**

- \$15 per hour wage
- Paid time off: 6 vacation days, 3 sick days, paid holidays (however, farm staff rotate coverage of holidays and receive comp time for any holidays worked)
- An average of 5 paid educational hours per week
- \$500 in a Healthcare Reimbursement Account
- \$200 workwear stipend, and \$250 education stipend
- free Glynwood eggs and vegetables; and a 40% discount on Glynwood meat and Farm Store products
- Private room in a 6-bedroom house shared with the other apprentices

**Employee Housing:** Apprentices are assigned a private room in a 6-bedroom house and can expect to have 4 housemates. We cannot accommodate pets or significant others. Apprentices must be willing to share a living space with coworkers. Please carefully consider if you will be comfortable in this living situation before applying for this position.

**Educational Opportunities:** In addition to working on the farm, apprentices receive significant education through a combination of modules and a 60 hr classroom-based curriculum.

An additional 30-50 hours of education are delivered in the form of modules. These modules, similar to a cross between a standard operating procedure and a lesson plan, each last 1-3 hours and cover 20 different key farming topics. Topics covered by modules include:

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| ● Low-stress animal handling techniques                  | ● Poultry Processing                      |
| ● FAMACHA and body condition scoring for small ruminants | ● Rotational grazing & pasture monitoring |
| ● Hoof trimming  | ● Fencing                                 |
| ● Cattle & sheep breeding                                | ● Calving & lambing                       |
| ● Meat inventory & CSA management                        | ● Vet skills                              |
| ● Cost of Goods Sold & Pricing                           | ● Egg Washing & Packing                   |

All apprentices are encouraged to visit regional farms as part of the Mid-Hudson Collaborative Regional Alliance for Farmer Training (CRAFT). Apprentices also gain access to a robust alumni network and other organizational contacts for long-term technical and general networking assistance.

**Job Summary:** On a daily basis, this Apprentice position takes direction from the Associate Director, Livestock Operation and the Assistant Livestock Manager, and works with others on all aspects of Glynwood's livestock operation.

**Essential Job Duties:**

- Provide day-to-day care for all species of livestock and guardian animals on the farm: cattle, sheep, hogs, laying hens, meat chickens, turkeys, and livestock guardian dogs. Must be willing and able to handle all species.
- Monitor breeding and birthing
- Care for sick and injured animals
- Fence installation and repair
- Maintain livestock infrastructure and tools
- Participate in Meat CSA & Egg Share management
- Pasture maintenance
- Manure management
- Participate in livestock record keeping

**Eligibility Requirements:**

- High school diploma or GED
- At least 3 consecutive months of working outdoors in a physically demanding job, such as landscaping, farming, or construction work
- Some livestock farming experience, such as one year's employment or an internship on a farm is preferred
- Valid US Driver License in good standing
- COVID-19 vaccination

**Additional Requirements:**

- Basic competency with the Google Suite, including word processing, spreadsheets, email, and calendar
- Ability to communicate clearly in English, verbally and in writing
- Professional, collegial, straightforward, non-aggressive communication
- Capable of both working alone and on a team
- Willing and able to help with emergencies during non-regular hours
- Ability to lift at least 50 pounds on a regular basis

**Physical Demands:**

This is a physically challenging role. The Livestock Apprentice must be able and willing to:

- Lift and move small animals
- Herd large animals
- Lift and move bales, feed, etc.
- Ability to stand and walk for long hours
- Perform other physical activities as needed for performance of livestock work
- Work steadily outdoors in heat, cold, rain, snow, and wind. (Working outdoors is not required when conditions are hazardous to human health.)

**Travel and Weekend Work:**

- Because livestock needs to be tended daily, the Associate Director, Livestock Operation will create a rotating weekend schedule for the livestock team, including apprentices. This may include chore coverage on holiday weekends.
- Apprentices participate in field trips off site, and may attend one or more conferences that require overnight stays.

**About Glynwood:**

As an organization, we believe that Glynwood has a role to play in addressing racism and inequity in our country's food system, and commit ourselves to advancing diversity, equity, inclusion, and access in our organization, and in all of our work. We are committed to proactive learning, orienting ourselves towards healing racism and oppression, and expanding spaces for those who have not been historically included.

**To Apply: Please use this [form](#) to submit your application and upload your resume + cover letter.**