Farm Hand
Position Description

Role	Farm Hand
Employment type	Part Time (0.8 FTE)
Hours	30 hours per week
Award	Horticulture Award Level 3
Reports to	Farm Manager
Direct reports	None
Key relationships	Farm Assistant Interns Volunteers Chefs
Effective date	November 2026

About Common Ground Project

Common Ground Project is a regenerative community farm and social enterprise located in Freshwater Creek, Victoria on a mission to change lives through food and farming.

As farmers and members of the local community, we recognise our role in changing the food system. We envision a more resilient and thriving regenerative farming and food ecosystem, where all people have access and are connected to land, food, culture and community.

We work to connect the local community to food and farming through these core business areas:

- Regenerative Farming - growing nutrient-rich food and working on regenerating our small pocket of land; connecting the local community to our regenerative produce and producers from around the region via markets, veggie boxes and wholesale channels;
- Education Programs - school programs, internships and placements, community workshops, community volunteering, collaborations with other organisations and businesses across our region;

- Training and Employment Programs - to support people facing disadvantage in the community.
- Catering & Events – using produce from the farm to create warm farm-to-table experiences.

Role Description & Opportunity

As a Farm Hand, you will support the Farm Manager and Farm Assistant in the ongoing management, operations and growth of the farm at Common Ground Project. This includes:

1. Growing seasonal vegetables, fruits and herbs from nursery to harvest
2. Farm maintenance and expansion
3. Supporting harvest and delivery for restaurants, wholesale and e-commerce
4. Assist with managing visitors and working with volunteers

This Farm Hand role is unique, expansive and wide ranging but it is also rewarding. In addition to supporting the key responsibilities listed below, it is also your responsibility to understand and share our story and use your experiences to inspire and lead others. We trust you will embrace it wholeheartedly and instill passion and commitment to your work. There is the possibility for growth in our team and longevity in your role with us as we work towards our mission of strengthening the food system.

Primary Responsibilities

Crop Production & Harvest

- Undertake cultivation, crop maintenance and harvest activities including preparing beds, planting, pruning, weeding and harvesting under routine supervision of the Farm Manager.
- Assist with coordinating daily harvest activities and preparing produce for distribution.
- Lead washing and packing of crops, ensuring product quality, consistency and appropriate post-harvest handling.
- Monitor plant health, including pests, diseases and weed pressure, and report observations or recommended actions to the Farm Manager.

Equipment Operation & Maintenance

- Operate farm machinery and equipment including the BCS tractor, seeders and hand tools.
- Undertake routine maintenance checks on equipment and assist with minor repairs when required to ensure tools remain safe and functional.

Nursery Operations

- Undertake nursery operations under general supervision, including seed sowing, watering, tray management and preparing seedlings for transplanting.

Irrigation & Farm Systems

- Assist with the establishment, management and movement of irrigation systems across production areas.
- Support monitoring of irrigation infrastructure to ensure crops receive appropriate watering.

Deliveries & Customer Relationships

- Support the delivery of vegetables to restaurants, wholesale customers and produce box customers.
- Confidently drive the refrigerated farm van (manual) for deliveries when required.

Soil Health, Fertility & Regenerative Land Stewardship

- Carry out elements of the farm's soil fertility program alongside the Farm Manager and Farm Assistant.
- Assist with activities such as sowing green manures, composting, applying biological amendments and soil sampling.
- Support the overall regeneration and biodiversity of the property, contributing to practices that enhance soil health, ecosystem function and long-term farm productivity.

Volunteer & Program Support

- Support volunteers, interns and program participants during on-farm activities, including corporate volunteer days, harvest volunteers and internship programs.
- Provide guidance and direction to volunteers during practical farm tasks where appropriate.

Operational Support

- Support the day-to-day running of farm operations alongside the Farm Manager and Farm Assistant.
- Assisting the Farm Assistant with maintaining farm activities when the Farm Manager is absent, helping to ensure key tasks such as irrigation, harvesting and packing continue as required.

Required Experience

- Relevant experience working as a farm hand and undertaking key tasks listed above.
- Strong, practical knowledge of market gardening and/or bio-intensive regenerative agriculture.
- This is a very physical role and requires someone who wants a healthy, active and rewarding job outdoors in all weather.
- Highly motivated, hard-working person, offering hands-on training, responsibility, skills and experience in all facets of market gardening
- Demonstrated ability to undertake repetitive work at a fast rhythm under time pressure.
- Self-initiative, autonomy, team-work skills and a can-do, professional attitude
- Passionate about building resilient food systems.
- Self-driven with the ability to work autonomously and within a small, agile team
- Acute attention to detail, always.
- Open minded, curious and oriented to solutions.
- Current Australian driver's license, clean driving record and capability to drive manual vehicles.
- Current Victorian Working With Children Check.

Values & Culture

We are an inclusive team and value diversity in all its forms. Women, LGBTQIA+ folks, anyone who identifies as Indigenous or any other racialised groups, those from ethnically diverse communities are encouraged to apply. In your role, we hope you will express yourself, inspire others and contribute to the dynamism of the Common Ground Project culture.

You will be an ambassador for our culture, and we expect you to:

- Share and embody Common Ground Project's vision for a more resilient, fair and thriving regenerative farming and food ecosystem;
- Inspire, lead by example, be passionate about your work;
- Take responsibility for your own work and continually look for ways to improve existing approaches;
- Commit to reflection and learning, including sharing failures and uncertainties;
- Ensure the well-being of staff, and take care of each other.