

Maine Coast Heritage Trust Position Description

Apprenticeship, Erickson Fields Preserve

Department/Division: Stewardship/Erickson Fields
Reports To: Erickson Farm & Program Manager Carrie O'Brien
Effective Date: December 2025
Status: Full-Time Seasonal
Classification: Non-exempt

GENERAL SUMMARY:

Under the direction of the Erickson Farm & Program Manager, the apprentice assists with market garden operations at Erickson Fields Preserve including garden preparation, planting, maintaining, harvesting and garden cleanup. The apprentice also assists with Erickson Fields agricultural programs including the Teen Ag Crew, volunteers, school and community groups, the Community Garden and other food security initiatives. These programs support Maine Coast Heritage Trust's broader mission of advancing conservation, ensuring ecological well-being and fostering thriving communities. The apprentice will work with the farm preserve staff to develop personal learning goals and to attend trainings and workshops to achieve those goals.

This position is a full-time seasonal role that will last 4 months (May through August - exact dates to be determined).

To Apply: Please email a cover letter and resume with three references to search@mcht.org with "Erickson Apprentice" in the email subject line. Application deadline is Friday, January 30, 2026, or until filled.

ESSENTIAL JOB FUNCTIONS:

- ◆ Serves as a critical part of the team that manages the Erickson Fields gardens and agricultural programs
- ◆ With guidance from the Erickson Fields Farm and Program Manager, safely and efficiently executes the following tasks:
 - Greenhouse seeding and watering
 - Field and bed preparation, planting, and weeding
 - Irrigation setup and maintenance
 - Harvesting, trellising and pest management
 - Weekend chore responsibilities including watering as part of a team rotation
 - Washing, packing and preparing produce for distribution
 - Operation of hand tools such as hoes, shovels, rakes, etc.
 - Operation of farm equipment such as tractors, mowers, weedwhackers, etc.
 - Seasonal field cleanup
 - Landscaping and lawncare
 - Recordkeeping for farm preserve operations and programs
- ◆ Assists Erickson Fields Farm Manager and the Erickson Fields Seasonal Farm Steward in supervising Teen Ag Crew and volunteers
- ◆ Assists with other programming at Erickson Fields including school and community groups, volunteers, workshops, farmstand, and Community Gardens
- ◆ Serves as an MCHT representative to preserve visitors and helps create a welcoming, inclusive work environment for program participants and community volunteers
- ◆ May assist with events and other programming at Erickson Fields and Aldermere Farm
- ◆ Performs other duties as needed

REQUIREMENTS

- ◆ Must be willing to work varied hours and occasional weekends due to the nature of the farm operations.
- ◆ Background check required

EDUCATION & EXPERIENCE:

- ◆ Desire/willingness to work with youth required
- ◆ Has experience working with/supervising/caring for youth required
- ◆ Experience gardening or prior agricultural work preferred but not required
- ◆ Transferrable experience: food service, landscaping, summer camp counselor, outdoor education

QUALIFICATIONS:

- Excellent organizational and problem-solving skills utilizing creativity and a high degree of common sense
- Good interpersonal and oral communication skills
- Ability to work independently and as part of a team
- Ability to adhere to safety protocols and SOPs and to require the same of others you are interacting with or supervising (teens, volunteers, school or community groups)
- Ability to communicate clear expectations to staff and volunteers
- Commitment to issues of diversity, equity and inclusion as it relates to Maine agriculture, land stewardship, conservation, and community well-being
- Commitment to issues of land conservation, sustainability, regenerative agriculture practices, ecological well-being
- Ability to promote and maintain positive public relations and to interact with a wide variety of people
- Ability to coordinate projects with peers/supervisors in the organization collaboratively, including accepting positive feedback and constructive criticism to complete the tasks more effectively
- Ability to independently use hand tools and small machinery
- Basic computer skills necessary to create and maintain email communications, spreadsheets, and operational documents, utilizing assigned software
- Valid Drivers' license
- Must always carry a cellphone

WORKING CONDITIONS & PHYSICAL DEMANDS:

Work is primarily outdoors in the field, greenhouse and unheated barns and can be required in all-weather conditions such as hot sun, wind, rain, and cold. Significant physical strength and endurance is required, including the ability to lift 50 lbs regularly. Awareness, respect and care will need to be taken while working around equipment and agricultural machinery (tractors and implements).

This is a seasonal, full-time position with 1 hour paid time off (PTO) earned for every 40 hours worked. The hourly wage for the Erickson Fields Apprentice is \$17. Shared housing for the apprentice is available for the seasonal employment term. The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

***External and internal applicants, as well as position incumbents who become disabled as defined under the Americans With Disabilities Act, must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.**

This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.