



Title	FED Urban Farm - Farm Technician
Location	395 Harbour Road, Victoria, BC (FARM)
Term	May 1st to August 29th, 2025
Hours	30-32 hours per week \$26.78/hr 4% standard holiday

The Synergy Foundation is an equal opportunity workplace. We are committed to equal volunteer and employment opportunities regardless of race, colour, ancestry, religion, gender, sexual orientation, ability, socio economic status, or age.

SYNERGY FOUNDATION

The Synergy Foundation is a Victoria based non-profit that was created in 2013. Since its inception , Synergy Foundation has focused on innovative projects and programs that have pushed the envelope, supported hundreds of businesses, and turned great ideas into action. Our three focus areas are green business, food security, and circular economy. This is represented in our core projects, BC Green Business, FED Urban Agriculture, and Project Zero, and our annual event, the Ecostar Awards.

FED URBAN AGRICULTURE SOCIETY

FED is a registered charity that is working to address food security in southern Vancouver Island by promoting sustainable food systems and enhancing community engagement. We do this by creating garden spaces, delivering educational programs, and advocating for urban agriculture within our community. By partnering with growers, restaurants, community organizations, and beyond, we're transforming our cityscape into a vibrant foodscape.

FARM TECHNICIAN

The Farm Technician position will be introduced to the many different aspects of urban agriculture, including farm management, production, soil & plant health, on-site sales and customer service. This role requires someone with landscaping and/or farming experience who enjoys getting their hands dirty and engaging with community members. The Farm Technician will also be responsible for supporting the busy on-site market which sells produce directly to our local community and is well suited to an individual with extraordinary customer service skills who enjoys interacting with the public.

RESPONSIBILITIES

Farm Operations (80%)

- Seeding, planting, prepping beds
- Fertilizing/amending soil and topping up containers with compost
- Harvesting & recording produce weights/location
- Processing (washing, spinning, packaging/weighing) restaurant, CSA, and market orders
- Site & plant maintenance (weed wacking, moving containers, post-harvest clean up of discarded plant material, pruning, greenhouse planting and watering)
- Support FED's on-site engagements (tours, workshops, events) and help guide volunteers when necessary
- Donation prep and drop off/hand off to community partners

On-Site Market (15%)

- Attend to customers, answer questions, ring through orders, harvest and prep orders, keep market stocked and beautiful, maintain customer satisfaction & positive relationships
- Keep tabs on and communicate when items are low and need to be restocked or harvested
- Update social media to advertise market hours, items and other farm-related content
- Hand out CSA boxes to members and communicate any relevant information

Other (5%)

- Team meetings, communications and task management
- Potential research projects that enhance efficiencies on the farm when needed
- Support marketing and communications as needed
- Support FED's off-site projects when necessary (set up or maintenance of gardens, harvesting and planting, guiding volunteers, supporting workshops)

REQUIREMENTS

- Located in Greater Victoria
- Access to reliable transportation (bus, car, bike, etc.)
- Available to work weekends

SKILLS & COMPETENCIES

- Minimum of 1 year of agricultural/horticultural experience or relevant landscaping experience.
- Keen interest in sustainable and organic production
- Strong organizational skills including: multi-tasking, prioritizing, planning, and effective time management
- Motivated and flexible
- Prepared to work in in varying weather conditions (hot, cold, rainy, windy)
- Be in excellent physical condition and able to lift 50 lbs.

- The successful candidate will be patient and compassionate with excellent interpersonal skills

ELIGIBILITY

Farm Technician positions are funding dependent, and therefore require the following criteria:

- The candidate must be registered as a domestic student in a recognized post-secondary institution
- In a full or part-time program from any program of study
- The candidate must be a Canadian citizen, permanent residents, or persons to whom refugee protection has been conferred under the Immigration and Refugee Protection Act
- The candidate must be under 30 years of age at the time of hire

TO APPLY

Please email your cover letter and resume to hr@get-fed.ca. Applications will be accepted until Monday, February 17th. A shortlist of applicants will be selected for an interview in early March. Some candidates may be asked to participate in a second interview.