



## Hidden Creek Farm Regenerative Farming Organic Market Garden & Produce Internship

Hidden Creek Farm LLC (HCF) is a Humane-and-Organic-Certified Regenerative conservation farm located 50 minutes from Washington, D.C. We believe that SOIL is our primary asset. Our focus is to improve the health of our SOIL, resulting in exceptional nutritional value of HCF produce and proteins. We believe that agricultural success and the production of nutrient-dense foods depend on using livestock and plants adapted to the specific local environment of any given location. We believe that food has a 'terroir', just like wine, based on the composition of the SOIL. Local ~ Wholesome ~ Good is our tagline, and we manage diligently to that goal. Regenerative Farming in Harmony with Nature is our passion. We hope to inspire others to carry this philosophy forward into their own lives.

### Goals:

This Internship is based on an Experiential Learning Model (ELM) which promotes Learning-Through-Doing-And-Reflection. Experiential Learning is considered one of the most effective ways for people, and adults in particular, to retain information and create meaning. The goal is to help you translate the 'Theory' you read into the 'Practice' you can apply to your own path in the future.

### Overview:

Interns will start by learning about basic gardening skills, such as seeding, watering, weeding, and harvest, and will develop more detailed skills as the season progresses. These skills may include the why and how of bed rotation, seed varietal selection, and compost application. Interns will also learn about organic pest and disease control and identification. Successful organic market gardening relies as much on strong observation and understanding all components in the garden as it does on manual labor. Interns will work closely with Team members to learn how to respond to the dynamic needs of the market garden to manage for optimal production.

As an Organic Market Garden Intern you will

- Assist in all aspects of market garden production, harvest, prep, and delivery of produce
- Lean, and be responsible, for tool, equipment, and infrastructure care
- Daily egg collection and cleaning
- Assist with record keeping and admin associated with Market Garden
- Prep, staff, and assist or manage Farmer's Markets weekly during season
- Attend and update Team at weekly Team meetings
- Complete an 'end-of-Internship' deliverable for HCF and Team
- Other duties as assigned

### Requirements and Expectations:

This Internship requires active fieldwork and that ability to spend dedicated time outside in every-changing weather. Interns must be fit, able to lift heavy items, and move without difficulty. Farming is the constant stewardship of our ecosystem and does not follow a 9-5 schedule. This Internship is designed to give you a realistic appreciation and understanding of what it takes to bring products into the marketplace and put food on the table. It assumes a 6-day week that typically runs from 7 a.m. -3:30 p.m. Monday – Tues, with some variation if you are assigned to a Sunday market. Field trips and approved classes 'off-farm' will be considered part of the internship and will require a writeup to share with the HCF Team.

### Application Schedule & Compensation:

Internship Applications open on December 1<sup>st</sup> of each year and follow a rolling application.

Interns committing to 3 months or less will receive \$100/week plus \$50/week farm product. Interns committing to 9 months to a year will be paid \$10/hour if they reside on farm (limited shared housing is available) or \$12/hour if they commute. Interns meeting or exceeding expectations may receive a bonus based on their length of stay and performance. Interns may be offered an Apprenticeship upon their 9-month review.

### Other:

HCF is a tobacco-free and substance-free farm. Smoking, vaping, tobacco product use, and drugs, including cannabis or CBT, are not allowed. Any Intern found to be abusing these rules will be asked to leave immediately due to misconduct.



To apply for this Internship, please fill out the Internship Application below and email back to [andrea@hiddencreekfarmllc.com](mailto:andrea@hiddencreekfarmllc.com) or mail to Hidden Creek Farm, LLC, 2591 Triplett Turn, Delaplane, VA 20144. Internship award based on rolling application. [www.hiddencreekfarmllc.com](http://www.hiddencreekfarmllc.com)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

DOB: \_\_\_\_\_

Cell #: \_\_\_\_\_

Email: \_\_\_\_\_

I \_\_\_ do/ \_\_\_ do not have housing needs.

I have not been convicted of any felony or misdemeanor . If the answer is 'yes, I have been convicted' , please explain the circumstances below:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I \_\_\_ do/ \_\_\_ do not have a medical condition that could put me at risk using farm equipment.

I \_\_\_ do/ \_\_\_ do not have a valid driver's license.

I, \_\_\_\_\_, do hereby apply for an Internship position with Hidden Creek Farm in Delaplane, Virginia. I understand that farm work is often physically and emotionally challenging. I believe, in good faith, that I am a qualified candidate for this Internship and able to accept the challenges and opportunities that go with it.

\_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

\_\_\_\_\_  
Printed Name



**Q & A: (Feel free to attach a separate page if necessary)**

1. How did you come to be interested in agriculture and farming?

2. How will this internship fit into your long-term goals?

3. Tell us a bit about yourself --- working style, strengths and weaknesses, dreams, quirks, outlook on life.

4. What do you hope to learn and take away from this Internship?

5. Are there things that particularly excite you? Scare you? Anything else we might find interesting and you'd like to share?