



**SAGE** | Sustainable Agriculture  
& Gardening Eurobodalla

## **SAGE Market Gardener Internship**

### **Practical part-time employment opportunity**

Thank you for your interest in the SAGE Market Gardener (SMG) position. This position is intended to grow growers so they may provide good quality food to their community and be able to do this in an environmentally, socially and economically sustainable way. We offer this position once a year to one individual.

As would be the case if you were to start your own farm, the position is fairly autonomous and requires a self-starting individual with good motivation and problem solving skills. Excellent observational ability is also a must. These have been and continue to be common traits in many successful farmers worldwide. Today's farmer needs the added capability of effective communication and good humour in order to deal directly with customers and engage with them in a personable fashion.

SAGE is a not for profit organisation that is run entirely by volunteers. We receive no government or philanthropic funding. Our operating costs are covered primarily by annual membership fees, conducting workshops, special event fundraisers and from the occasional grant.

While this training position is intended to build skills development, to the extent that you can confidently adapt and build your own growing enterprise, SAGE can offer a small base retainer of \$140 a week (for which you must invoice SAGE). You will earn the rest of your income from the sale of the vegetables that you grow, protect, feed, sustain, harvest and market. As is the case if you had your own farming enterprise, you will not see the fruits of your labour until you sell your product.

While SAGE does not expect you to be tending the crops eight days a week, as most farmers do, we need you to be aware that vegetables don't grow themselves – they take time to grow and to earn a supplementary income from vegetable growing, you need to put in the time. As an indication, last years SAGE Market Gardener spent about 25 hours a week at the SAGE block.

This role will provide you with a well-rounded insight into market gardening, under the guidance of a mentor, and with some support and involvement from the community. In addition, you will be able to achieve this with no outlay on equipment, land, water rates, insurances, fuel, seeds, seedlings etc. This supported role will help you gain invaluable real life experience of what is required to earn an income from growing produce. You will experience how rewarding, interesting, engaging and fun this profession can be, while learning valuable skills to overcome moments of disappointment and how to get back on track.

You will also learn and gain the necessary skills required to start, or develop, a growing system and identify a small business that suits your own chosen market and circumstances.

Please complete the application form and return to Kyle Levier no later than Tuesday 31 July 2017.

We wish you luck with your application and look forward to receiving it. If you have any questions at all please email [gringoz77@hotmail.com](mailto:gringoz77@hotmail.com).

## **SAGE Market Gardener – Expected Terms and Conditions**

### **Individual agreement will be finalised with successful applicant**

This document outlines the intended mutually agreeable contract between SAGE Inc. (SAGE) and the SAGE Market Gardener (SMG), who is accepted by the SAGE executive, to undertake responsibility, which will be defined in this document, for the SAGE commercial beds.

By accepting this document the SMG will agree to contribute to the SAGE vision of developing a healthy local food system which supports, cultivates, revitalises and inspires the community.

#### **The position**

This position is an educational undertaking designed to assist the SMG in sampling commercial growing on a small scale with little financial risk to the SMG. This will be completed under mentorship and community assistance. The SMG will be responsible for planning, propagating, ordering, planting, weeding, feeding, maintaining, harvesting, marketing and preparing for subsequent seasons as is normal in any market gardening operation. The SMG will also be responsible for growing produce for an annual SAGE event that is organised by the SAGE Events team.

This year, there is a biodynamic element to the program. There will be a very basic application of biodynamics to the garden, how to get started in biodynamics and advice and encouragement with where and how to learn more. Please understand this is not a biodynamic course as such, simply a demonstration and exposure to an extremely effective and truly sustainable method of agriculture.

#### **Reporting**

The SMG will be responsible to their assigned mentor and to the SAGE executive.

#### **Expected duration**

This is a part-time position and will run from mid-August 2017 to mid-March 2018. Precise dates will be discussed and agreed to with the successful applicant.

#### **Pay rate and minimum hours**

The minimum hours of work per week will be five (5) hours for which the SMG will be paid \$140. There is a further incentivised payment, which will amount to 70% of the retail sales of produce that comes from the efforts of the SMG within the commercial bed spaces only. All food for events shall be purchased at market price, with 70% payable to interns. Harvest yields are dependent on time put in. While this time is at the discretion of the SMG, the SAGE executive expects notification of a rough weekly work schedule in order to invite involvement from the community.

#### **Other expenses**

The SMG will provide their own housing, travel arrangements, meals and any other personal out-of-pocket expenses.

#### **What SAGE will provide**

SAGE will provide the SMG with the land, irrigation systems, tools, insurances, advice and direction through an assigned mentor, and assistance via an occasional workforce.

SAGE will also provide the market for the produce which can be sold through the SAGE Farmers Market stall, or to other local markets and food businesses, as a priority. Discussions must be held first, regarding exporting of produce to wider regions, or interstate, and be approved by the mentor.

As mentioned above, the SMG will be paid \$140 per calendar week as a base retainer. Of the 100% total of vegetables grown in the defined commercial bed space at SAGE, the majority will be sold via the avenues mentioned above. The SMG will receive 70% of the funds realised from the sale of the harvest volume, and SAGE will retain the remainder. The cash from vegetable sales will be collected by the SMG and will be recorded and paid to the SAGE treasurer at the monthly SAGE executive meeting. The base retainer must be invoiced to SAGE and the treasurer will organise payment to the SMG nominated bank account weekly, fortnightly or monthly as per the invoice and the SMG's requirement.

The assigned mentor will make themselves available for a minimum of two hours per week of physical attendance, to assist with activities as requested from the SGM. The mentor is also available for support to the SMG via telephone during normal business hours, or via email outside of those hours. These contact details will be provided upon the engagement of the SMG.

You will also receive coaching by an experienced business executive to assist in approaching market gardening as a viable enterprise. Learn how to manage your income and expenses; set up a business; manage your money and set goals for the future

### **What SAGE expects from the SMG**

The SMG must be a financial member of SAGE.

The SMG will notify the mentor, who will communicate to the SAGE executive, expected weekly work schedule.

The SMG will maintain the highest personal integrity and abide by the values as listed below.

The SMG will agree to be inclusive of the membership and the wider community should they attend the SAGE site and show an interest in the activity. They will agree to communicate effectively about their tasks and how and why they are doing them, especially at working bees and (during daylight savings hours) at Friday afternoon summer sessions.

The SMG will communicate to the working bee coordinator, by the Monday prior to each working bee, a list of jobs that they might want assistance with. They will demonstrate patience and articulate these tasks to the membership that choose to assist.

The SMG will consider and be encouraged to deliver a demonstration on an aspect of market gardening at the SAGE working bees or Friday summer afternoon sessions. These demonstrations will be communicated to the working bee coordinator and the education officer at least a week before the demonstration.

The SMG agrees to advise the assigned mentor immediately about any breakage, damage or loss of any of the tools, equipment or infrastructure. This will be communicated to the executive and an arrangement will be made for replacement or repair. The SMG will be required to contribute to this cost if it is apparent that the damage was caused by negligence or by willful purpose.

### **The SMG agrees to operate within SAGE environmental, economic and social values by:**

- striving to grow the healthiest and most nutritionally dense food possible, and making that food available to consumers for a fair price
- committing to enhance and encourage soil life as a priority as well as increasing bio-diversity, improving waterway health, minimalising energy use and working towards eliminating waste
- recognising that in the long term a strong local economy is inextricably linked to a healthy ecology and a fair and equitable society
- building and contributing to the good name and reputation of the SAGE Project and its corresponding projects and committees
- aiming to increase knowledge on biological farming and gardening techniques and systems, and to seek positive solutions to cultivating local food resilience, and freely sharing this knowledge with SAGE members and the wider community
- using clear and honest communication and respecting other people's differences and opinions
- taking responsibility for his/her own actions and being aware that those actions may affect others. The SMG will not take any action that results in conflict with others and if they inadvertently do so they will consider others' views and communicate clearly to resolve such conflict
- not condoning or participating in maligning, demeaning, racist or sexist language or actions, nor any form of abuse.