



## Job Description

Job Title: Seasonal Harvest Crew Member  
Location: Tangent or Salem  
Type: Seasonal-Summer months  
Immediate Supervisors: Crew Chief; VP International Sales; Operations Manager; President (may rotate)

**Summary:** Harvest Crew Members are hired for seasonal work during the grass seed and straw baling season and farming season to operate tractors pulling either a tedder, rake, baler, stack trailer, or farming implements; and/or operate combine. Job duties may change throughout the season dependent upon weather, company needs and employee abilities.

### Qualifications:

1. Experience operating farm equipment a plus
2. Ability to understand and follow instructions
3. Ability to communicate clearly with coworkers and management
4. Work long hours in varying weather conditions, including heat, cold, sun, rain and wind
5. Lift up to 50 pounds
6. Push and pull up to 120 pounds
7. Bend, twist, and stoop; stand and walk for long periods of time; sit for long periods of time, often operating tractor in a bumpy field
8. Walk and maintain balance on uneven surfaces
9. Be comfortable working from heights up to 10 feet
10. Abide by all company policies and procedures

### Job Duties:

1. Tractor or Combine Operators drive a tractor on roads and in fields, pulling either a tedder, rake, baler, stack trailer, or farming implements
2. Operators under the age of 18 must have attended a tractor safety class and provide proof of completion by the first day of work
3. A driver's license is not required for this position, but a driver's license may not be currently suspended or revoked
4. Operate tractor or combine in fields and on roadways
5. Follow the rules of the road for slow moving vehicles
6. Tractor Operators must pull tedder, rake, baler, stack trailer, or farming implement ensuring that equipment is coupled to the tractor correctly
7. Operate tractor or combine safely, efficiently, and productively, according to the type of equipment being operated
8. Perform minor maintenance on the machinery as directed by a mechanic or supervisor
9. Use any downtime in a productive manner by helping in other areas or completing other work duties that need to be done
10. Adhere to company safety guidelines and perform job duties in a safe manner
11. Report safety concerns to safety committee, safety manager or supervisor
12. Work as a team player to assist coworkers, as needed
13. Other duties as assigned

**I have read and understand the above job description.**

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date