



Hiring: Regenerative Farm Apprentice

Employment type: Full-time employment; approx. 30-40 hrs/week (varies with seasons, with potential to grow); there is a training rate of \$20 per hour with incremental raises in the range of \$22-\$26, based on commitment and performance; a small, 1-bedroom apartment can be available on site.

Duration: 12 months, with potential to extend (begins with a 90-day trial period)

Company & Location: MAMA TREE, Upper Ojai, CA

About Us:

MAMA TREE is a dynamic regenerative farm dedicated to transforming a once-conventional citrus orchard into a living laboratory of diverse agro-forestry plots. Using Permaculture Design, Holistic Grazing Management, and Regenerative Organic practices, we graze our 20-acre orchard with goats, donkeys, and chickens focusing on building soil, nourishing the trees, and farming with nature. We work hard to create the cleanest, yummiest, most ethically grown and produced products on the market so you can eat with a healthy conscience. We keep our ingredients as local as possible (mostly from our own farm).

Position Overview:

We are seeking a self-motivated and passionate individual to join our team as an Apprentice on our regenerative, certified-organic farm. This apprenticeship offers a hands-on deep-dive learning experience to immerse you in holistic animal husbandry & health care, rotational & regenerative grazing practices on a medium scale, orchard and agroforestry maintenance, and value-added produce processing and sales. There will be a 90-day trial period, with ample training time to get to know the details of our systems. You will work closely with the Animal Systems Supervisor, Agroforestry Supervisor, Product Manager, and other staff as needed, gaining practical skills and knowledge in running and managing a diverse farm, continually converting the orchard into more diverse and resilient agroforestry systems, contributing to the health of our ecosystem, and converting produce into value added products and sales.

Key Responsibilities:

Animal Husbandry & Regenerative Grazing (50-60%)

- Assist in the daily routines of tending livestock. Daily tasks include but are not limited to:
 - Feeding & maintaining clean water access for goats, chickens, donkeys, and dogs and upholding basic training and care
 - Supplementing feed (e.g. farm grown crops or alfalfa), minerals, etc.
 - Moving mobile chicken coop as necessary
 - Building electric fence and moving livestock daily
 - Cleaning barn stalls/ nesting boxes as necessary
- Learn, monitor, and apply holistic animal health care practices, incl. natural remedies against basic diseases, and preventative care and management to maintain and enhance animal well-being
- Participate in routine health checks & processes, supplementations, care & grooming, and any necessary medical interventions under the guidance of experienced staff, including but not limited to:
 - Hoof trimming
 - Foxtail removal
 - Basic veterinary procedures; vet visits
 - Administering Copper boluses
- Support the implementation of rotational grazing, building and moving electric fence and livestock daily
- Support regenerative grazing practices designed to improve soil health, pasture quality, increase biodiversity, and enhance overall agroecosystem health and resilience of the farm
- Assist in planning of rotational grazing patterns to optimize grazing efficiency, plant recovery, and forage quality while minimizing negative environmental impact
- Support monitoring pasture conditions, animal impact, and forage availability to ensure the success of grazing strategies, and work with animal systems supervisor and team to adjust strategies to seasonal context and needs
- Contribute to record-keeping and data collection related to animal health & performance, grazing patterns, and pasture health

Farm Operations and Agroforestry (20-40%)

- Responsible for regular general farm maintenance tasks, including but not limited to:
 - Irrigation & water systems maintenance & repair
 - Trapping rodents, gophers, squirrels (non-negotiable)
 - Nursery & agroforestry maintenance
 - Farm ATV & tractor maintenance
 - Flail mowing, weed whipping, brush clearing, etc.
- Work with harvest team to harvest, clean, and pack fresh produce

- Participate in the planting and maintenance of agroforestry systems, forage crops, cover crops, and other plantings to support our regenerative practices and orchard conversion
- Monitor soil moisture levels in the orchard and conduct weekly routine inspections of the irrigation systems, remain accountable for necessary repairs or maintenance

Product Making and Markets (10-30%):

- Learn about product development and sales
- Assist in transforming our regeneratively grown produce into shelf stable products for our farmers markets and local wholesale accounts
- Table the farmers market: load up the farmers market stand and products, transport items in our farm truck, set up display table and represent our farm at our local community farmers market, establishing and maintaining a diverse range of professional relationships that have the potential to further the success of our mission

Learning and Development:

- Attend workshops, training sessions, and educational opportunities offered on-site and in the community related to holistic animal care and regenerative agriculture.
- Work closely with staff & mentors to develop a deep understanding of the principles and practices of regenerative farming and agroecological systems
- Take initiative to research and explore new methods and techniques that could benefit the farm's operations and ecosystem health
- Work directly with our team on installing and maintaining agroforestry systems
- Work directly with our resident carpenter to create and maintain various infrastructure projects around the farm

Qualifications & Requirements:

- High school diploma or equivalent
- Prior experience in farming, animal care, or environmental stewardship is beneficial but not required
- A strong willingness to learn, being adaptable to new approaches, and a passion for animal husbandry & regenerative agroecosystems are essential
- Excellent interpersonal and teamwork skills, effective communication, able to work collaboratively in a dynamic environment
- Self-motivated and the ability to work independently and confidently alone
- Ability to perform physically demanding and strenuous tasks, such as regularly lift 50lbs, operate heavy equipment, and work in various weather conditions
- Strong observational skills and attention to detail
- **Must** be able to commit to a Sunday through Thursday schedule
- **Must** be able to commit to a one year apprenticeship (with possibility of extension)
- **Must** have a reliable vehicle and valid driver's license

- **Must** obtain a CA Food Handler Certificate within 6 weeks of start-date

Benefits:

- Competitive wage commensurate with experience (there is a training rate of \$20 per hour with incremental raises in the range of \$22-\$26, based on commitment and performance)
- Healthcare, 401(k), paid holidays, paid vacation and sick time
- Opportunities for professional development and advancement within the organization, and support beyond
- A meaningful work environment dedicated to education and regenerative agro-ecological systems
- Free attendance to all MAMA TREE workshops
- 20% off products

Application Process:

- Please [submit an application here](#)
- Resume and any questions can be sent to info@mamatreeojai.com
- Application closes December 21 with start date in mid January
- There are 2 rounds of zoom interviews and 1 in-person morning shadowing a member of our team
- This will be removed from the website when application closes and position is filled

We are a small team. Please be patient with our response time. This position is employment at-will and there are no contractual guarantees made regarding this position. Thank you.