

## Luther Work-Study Position Description

**Position Title: Student Gardener**

**Department: Center for Sustainable Communities**

**Supervisor: Chris Frantsvog, Sustainability Coordinator**

**Wage Framework Level: Level 1**

**Work Schedule: M-F, 8 - 5, some evenings, weekends project dependent, 2 hour min. shifts (seasonal)**

---

### Position Overview

The Student Gardener is a member of a small team of students that produces locally grown, organic food throughout the year for Dining Services locations on campus. A team of Luther students plants, weeds, and harvests a variety of products through sustainable practices in cooperation with Luther's Dining Services provider, Sodexo. In addition to feeding students, the work helps to maintain and improve Luther's stature as one of the foremost sustainability institutions of higher education in the United States.

### Position Responsibilities/Functions

Student gardeners plant, weed, and harvest food throughout the growing season. They will learn how to recognize weeds, when to harvest, and how to prepare and package harvested food. Gardeners' workload changes based on the growing season, weather, and mixture of crops. The team functions as an important piece of delivering healthy, fresh, locally grown food to Luther students.

### Position Qualifications/Requirements

Student Gardeners are working outdoors performing manual labor. They must be willing to:

- Work in varying outdoor conditions;
- Learn how to dress for working in soil;
- Work as a team to respond as necessary to plant growth and development, weed growth, pests;
- Attend to proper food handling practices to ensure produce is delivered without damage or loss of wholesomeness.

### Key Career Readiness Focus Skills

*Curiosity and imagination:* being outdoors among insects, plants, animals and the changing weather can be calming. It can also stimulate creativity and an appreciation for living in an environment of infinite wonder.

*Teamwork and collaboration.* The work of Student Gardeners takes place in teams. Each worker will learn how to support the team, use their unique abilities to add value, and also be accountable to responsibilities and deadlines.

*Professionalism and initiative:* Student Gardeners must work with nature, as well as other team members to produce food. There will be times when greater amounts of work are required, and being willing to work with one's team to meet those changing needs helps develop an appreciation for productivity, quality outputs, and workload management.

### Safety Hazards and Physical Demands Checklist

**\*Please check any hazards and appropriate training below that apply to this position.**

- |   |  |  |
|---|--|--|
| <input checked="" type="checkbox"/> ye<br>s | <input type="checkbox"/> n<br>o            | The student is required to stand for long periods of time.   |
| <input checked="" type="checkbox"/> ye<br>s | <input type="checkbox"/> n<br>o            | The student is required or may need to lift more than 20 pounds.   |
| <input checked="" type="checkbox"/> ye<br>s | <input type="checkbox"/> n<br>o            | The student will be trained in proper lifting techniques.  |
| <input checked="" type="checkbox"/> ye<br>s | <input type="checkbox"/> n<br>o            | The student is required to wear safety goggles, a harness or other protective clothing.<br>(Mask during COVID)   |
| <input type="checkbox"/> ye<br>s            | <input checked="" type="checkbox"/> n<br>o | The student is required to wear closed-toe shoes.  |
| <input type="checkbox"/> ye<br>s            | <input checked="" type="checkbox"/> n<br>o | The student is required or may be exposed to hazardous materials or caustic chemicals.<br>(Including but not limited to petroleum products, cleaning agents, bleach, paints, paint thinner,<br>lawn treatment chemicals, chemical agents, laboratory chemicals, pool treatments, etc.) |
| <input type="checkbox"/> ye<br>s            | <input checked="" type="checkbox"/> n<br>o | The student will be trained in the handling of hazardous materials or caustic chemicals.   |
| <input type="checkbox"/> ye<br>s            | <input checked="" type="checkbox"/> n<br>o | The student is required to use power tools, machinery, or other equipment.   |
| <input type="checkbox"/> ye<br>s            | <input checked="" type="checkbox"/> n<br>o | The student will be trained to use power tools, machinery, or other equipment.   |
| <input type="checkbox"/> ye<br>s            | <input checked="" type="checkbox"/> n<br>o | The student is required to use objects such as knives, cutters, or other sharp objects.  |
| <input type="checkbox"/> ye<br>s            | <input checked="" type="checkbox"/> n<br>o | The student will be trained in the use of objects such as knives, cutters, or other sharp objects.   |

ye  n  
s o The student is required to climb on lifts, ladders, scaffolding, or other apparatus.

ye  n  
s  o The student will be trained in the use of all lifts, ladders, scaffolding, or other apparatus.

ye  n  
s o The student will be exposed to liquids or oils with temperatures such as extreme hot or cold that could potentially cause injuries.

ye  n  
s  o The student will be trained to safely use liquids of extreme temperatures that could cause injury.

ye  n  
s  o The student is required to operate a utility vehicle.

ye  n  
s  o The student will be trained to safely operate a utility vehicle.

ye  n  
s  o The student is required to have a valid driver's license. Not all workers require this, but some do.