



Job Specification

Position Title: FARMER
Job Code: OPSEU - Agricultural Worker 1, 19120
Job ID: 35962

Purpose of Position:

To provide hands-on farming as it pertains to gardening and the care of large and small farm animals for Fort William Historical Park. To assist the Farm Team Leader in providing area leadership and coordinating the interpretation and operation of the living history program based on the daily activities of a working farm in the early 1800's period. To assist the Farm Team Leader in the development of new and innovative farming programs necessary for the viability of FWHP.

Duties/Responsibilities:

Position functions within Fort William Historical Park, which is a living history tourism attraction providing top-level cultural heritage, entertainment and educational experiences for residents and visitors to northwestern Ontario

1. Assists the Farm Team Leader in providing technical direction and training to new and returning seasonal farm staff and students. Reviews the quality of work performed.
2. Assists in the implementation and monitoring of a living history program for the entertainment and education of a wide range of clients. Ensures historical accuracy in the depiction and portrayal of early 19th Century farm programs and monitors interpretive presentations and activities; ensures customer service standards are achieved. Participates in historical dramatizations, pageants, festivals, special events, daily activities, education and outreach programs. Operates farm equipment, machinery and power tools.
3. Assists as a teamster to drive a two horse team of draught horses, in a public setting, both in daylight and night time conditions. Uses draught horses for various farm activities including bush skidding, ploughing and hauling, and for visitor transportation, sleigh rides, hay rides and parades. Uses draught horses to carry out interpretive, education, special events, promotional and revenue generating in accordance with designated safety policies and procedures.
4. Responsible for performing gardening functions e.g., prepares soil, plants seed and applies fertilizer; selects vegetables for the facility. Feeds, waters and tends farm animals such as draught horses, cattle, pigs, sheep, and chickens, for a 24-hr, 7 day/week working heritage farm. Inspects animals for evidence of injury or illness. Identifies potential health issues concerning animals. Treats common ailments as directed by supervisor. Conducts research and training sessions to support farm related programming.
5. Serves as a resource to all operational areas in the implementation of living history farm activities. Assists the Farm Team Leader in the development of new and innovative farming programs for FWHP.
6. Participates in regular staff meetings, provides input to year-end departmental reviews and recommends improvements to service delivery.
7. Performs administrative duties by assisting in monitoring visitor attendance; preparing weekly reports, recording budget expenditures; ensuring adherence to ministry and FWHP purchasing policies and procedures. Conducts equipment, material and supply inventories of Farm Area twice annually to ensure modern and historic reproductions are maintained. Ensures building maintenance by assigning and following up on scheduled cleaning at the end of each day.
8. Ensures a safe environment for visitors and staff, and that all work is performed in accordance with safety regulations. Provides safety training for seasonal staff and ensures that comprehensive records are maintained of all safety training, including course outlines, certification upgrades, etc.
9. Trains staff in safe and effective operation of hand and power tools, and heavy equipment.

Fort William Historical Park is a 7-day a week, 24-hour operation. Position may be required to attend overnight functions, travel to out of town events and off-hour programs, work holidays and weekends.

Knowledge:

- Fort William Historical Park programs, events, promotions, projects, policies and procedures to provide hands-on farming services.
- Practical gardening skills; the planting, growing and harvesting of a mixed vegetable garden.
- Farm skills in general animal husbandry (feeding, grooming, health maintenance) for horses, cattle, pigs, sheep, and chickens; heritage dairy operation including hand milking, cream separation and butter making; skills to operate farm equipment, machinery, and manual/power tools.
- Teamster skills to assist in driving a two horse team of draught horses for farm activities such as bush skidding, ploughing and hauling; driving hitched team for sleigh rides, hay rides, special events and parades.
- Interpretive applications and applied living history techniques to dramatize and portray historical characters and events, and present educational workshops to staff and the public.
- Working knowledge of electronic and paper based information management systems to prepare correspondence, statistical reports, and program outlines.
- Planning and organizational skills to organize and prioritize workload to ensure deadlines are met and farm duties performed; to plan and coordinate activities involving feeding and tending to animals; to coordinate activities of seasonal staff.

Staffing and Licensing Requirements:

Class G Ontario Drivers License.

Skills:

- Evaluative skills to review quality of work performed by seasonal staff.
- Reasoning to assist in driving a two horse team of draught horses, in a public setting e.g., bush skidding, ploughing and hauling, and for visitor transportation, sleigh rides, hay rides and parades.
- Selecting appropriate sequence and course of action when performing gardening functions.
- Contributing to the development of new and innovative farming programs; providing input into year-end departmental reviews and recommending improvements to program delivery.
- Monitoring visitor attendance; preparing weekly reports; tracking budget expenditures.
- Conducting equipment, material and supply inventories of Farm Area to ensure modern and historic reproductions are maintained; ensuring building maintenance by assigning and following up on scheduled cleaning at the end of each day.
- Problem-solving skills to deal with potential safety issues as they arise e.g., behaviour of the public around large animals.
- Inspecting animals for evidence of injury; identifying potential health issues concerning staff, visitors and animals; treating common ailments.
- Oral communication skills to interact with visitors and participate in interpretive demonstrations.

Freedom of Action:

Work is performed within the framework of ministry policies, and the objectives, practices, procedures, safety standards and guidelines of Fort William Historical Park.

Decision-making involves: operating farm equipment and machinery; preparing soil and planting seed; applying fertilizers; selecting and supplying vegetables to the facility; feeding, watering and tending farm animals such as draught horses, cattle, pigs, sheep, and chickens; providing technical direction and guidance to seasonal workers.

Work is reviewed by the Farm Team Leader for accuracy, quality and adherence to established practices and procedures. Job refers potential health issues or injuries affecting the staff, visitors and animals to the Farm Team Leader or refers complex or more serious problems to management or to a Veterinarian, as situation dictates, in the supervisor`s absence.