

# Grow Technician

## ABOUT US

BrightBox Farms, operated by Kadiak Farms, LLC, and Mal'uk Farms are both owned by Native Village of Afognak. Both farms operate community-focused hydroponic container farms with microgreen component in Kodiak, Alaska. We specialize in year-round production of fresh lettuce, salad mixes, microgreens, herbs, and leafy greens using controlled environment agriculture to provide our community with reliable, high-quality local produce.

## POSITION OVERVIEW

The Grow Technician is responsible for managing the hydroponic crop production cycle from seed to harvest. This position plays a critical role in maintaining plant health, ensuring food safety standards, and distributing produce. The Technician is also responsible for maintaining a clean and safe work environment and engaging with Tribal Members and the local community. This is a part-time position (24-30 hours/week, seasonal variation) for someone passionate about sustainable agriculture and community impact.

Salary ranges from \$15 to \$19 per hour. This is a non-supervisory position. Farm workers are overtime exempt. Position does require a couple hours of work each weekend, in addition to a consistent weekly schedule. Flexibility is available as needed.

## KEY RESPONSIBILITIES

- Execute all phases of crop production for the hydroponic farm, including seeding, transplanting, harvesting, packaging, and delivering.
- Follow planting and harvesting schedules to meet production targets and customer demand
- Implement and adhere to pest and disease prevention protocols; report issues promptly.
- Monitor and optimize plant growth and nutrient levels to ensure maximum yield and quality.
- Maintain, clean, and calibrate hydroponic systems and related equipment; troubleshoot problems and notify the supervisor of system concerns.
- Ensure the cleanliness and organization of the hydroponic facility, workstations, and storage areas.
- Accurately document planting schedules, crop performance, system maintenance, and harvest yields using digital tools.
- Manage supply inventories and coordinate purchasing to maintain adequate stock levels.
- Oversee the distribution and delivery of produce to customers, Tribal Members, and Elders.
- Assist with outreach, community education, and customer service efforts related to farm operations.
- Perform additional duties as assigned by the Farm Manager.

- Participate in farmers markets and community events
- Provide friendly customer service
- Identify operational improvements and system upgrades

## QUALIFICATIONS

### Required

- Ability to troubleshoot equipment, perform maintenance, and make basic repairs

### Preferred

- Certificate or degree in agriculture, horticulture, or related field
- Valid Driver's License and clean driving record
- Demonstrated interest or experience in agriculture, horticulture, or plant science.
- Working knowledge of hydroponic systems, plant nutrition, and controlled environment agriculture

## Personal Qualities

- Positive attitude and strong communication skills
- Self-motivated with excellent problem-solving abilities
- Reliable and detail-oriented
- Able to follow protocols and safety procedures
- Adaptable and willing to take on additional responsibilities
- Passionate about local food systems and community engagement
- Ability to work independently and manage time effectively

## Physical Requirements

- Ability to lift 50 pounds regularly
- Comfortable with frequent bending, lifting, and repetitive movements
- Willingness to work with food-safe sanitizing chemicals and PPE

Preference given to qualified NVA Tribal Member or descendant.

## TO APPLY

Submit your application to [tribe@afognak.org](mailto:tribe@afognak.org)

For questions, contact [nvaadmin@afognak.org](mailto:nvaadmin@afognak.org) or call 907-621-4444