



huu ay aht

ANCIENT SPIRIT, MODERN MIND

Employment Opportunity Hydroponic Farm Crew

Youth Program | Part-time, flexible hours

Position	Hydroponic Farm Crew (1 to 2 positions)
Location	171 Nookemus Road, Anacra, BC (across from Anacra Government Office)
Option	Part-time, flexible shifts, including weekends
Reports to	Strategic Initiatives Manager
Hourly/Starting Wage	\$20.00–\$22.00 per hour
Benefits	As applicable under Huu-ay-aht First Nations policy

FUNCTION AND JOB SUMMARY

Huu-ay-aht First Nations Government is seeking one or two part-time Farm Crew members for HFN's vertical hydroponic farm in Anacra. This youth program opportunity offers hands-on experience growing fresh, local produce and learning how to operate a modern indoor growing system.

Farm Crew members will help with planting, monitoring crops, harvesting, cleaning and maintaining the growing space. The work also involves measuring and mixing approved hydroponic nutrients and cleaning products. Training and supervision will be provided for the equipment and products used on site.

KEY ACCOUNTABILITIES

Farm Operations and Produce Handling

- Seed, transplant, care for, harvest and pack produce using site procedures.
- Check plant health and growing conditions and report issues to the supervisor.
- Help operate and maintain hydroponic equipment; record routine tasks and basic growing information.
- Keep the farm, tools and produce handling areas clean and organized.

Chemical Handling and Safety

- Measure, dilute and mix approved nutrients and cleaning products only after site-specific instruction, following product labels, safety data sheets and established procedures.



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- Use required personal protective equipment, maintain labelled containers and store products as directed.
- Report spills, damaged containers, equipment faults and other hazards promptly; do not combine chemicals unless the procedure expressly directs it.

OPERATIONAL REQUIREMENTS

- Be in Bamfield or Anacla
- Work part-time, flexible shifts at the Anacla farm, including some weekends.
- Occasional outdoor work may be required as part of farm operations.
- Perform light physical work, including standing, bending and moving for extended periods and lifting approximately 25 to 40 lb, with accommodation where required.
- Follow food handling, hygiene and workplace safety procedures and participate in training, including WHMIS instruction where applicable.
- Work reliably and independently within assigned tasks and ask for help when a procedure or safety requirement is unclear.

EDUCATION AND EXPERIENCE REQUIREMENTS

- No prior hydroponics or farm experience is required; training will be provided.
- Experience with gardening, farming, produce handling or related work is an asset.

KNOWLEDGE, SKILLS, AND ABILITIES

- Interest in sustainable agriculture, local food systems or agricultural technology.
- Punctuality, care with instructions and willingness to learn new growing techniques.
- Ability to communicate respectfully and work well with staff and community members.
- Commitment to Huu-ay-aht's Sacred Principles: ʔiisaak (respect), ʔuuʔaʔuk (taking care of), and hišuk ma cʔawak (everything is one).

HOW TO APPLY

Please submit your cover letter and resume to:

Human Resources

Huu-ay-aht First Nations Government

Email: hr@huuayaht.org

Please include Hydroponic Farm Crew in the subject line.

Application deadline: Open until filled.

We thank all applicants for their interest. Only those selected for an interview will be contacted.

Preference may be given to qualified Huu-ay-aht citizens and qualified Indigenous applicants, consistent with HFN hiring policy.



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Vision - *The Huu-ay-aht envision a strong, self-governing, and self-reliant Nation. lisaak will guide us as we work together to foster a safe, healthy, and sustainable community; where our culture, language, spirituality, and economy flourish for all.*

Mission - *As a leader among First Nations, the Huu-ay-aht First Nations will create certainty for its community, generate wealth for financial independence, provide economic opportunities, deliver social, cultural and recreational programs for all Huu-ay-aht.*

Huu-ay-aht First Nations Values

PROFESSIONALISM

- Ethics – be prepared, on time and ready to work
- Ethics – be responsible for the success of your work and others
- Lead by example
- Respect - for confidentiality, yourself, and co-workers
- Work / Life Balance
- Work Smarter - Share your expertise and your successes
- Take pride in your work

RESPECT

- Golden Rule – Treat others how you want to be treated
- Listen actively and attentively to what people are saying and clarify
- Accept people for who they are and do not judge
- Basic Etiquette – remember the common courtesies, kindness & compassion
- lisaak
- Observe protocol and ceremony

HEALTH

- A healthy body, mind and soul through proper diet, sleep, and exercise
- Avoid burning out with a proper work / life balance
- Be positive - always remember to smile and laugh

- Care about each other, ask questions and follow up
- Be appreciative of one another and the work we do

EFFECTIVE COMMUNICATION

- Think twice, speak once
- Make sure your body language is sending the correct message
- Provide responses in a timely manner; acknowledge request and provide timeline
- Listen attentively and clarify

Trust

- Walk the talk - be honest, no gossiping
- Believe the good in everyone not the bad
- Voice your concerns, do not harbor them – clear the air
- Spend more time focusing on what you are supposed to be doing, and less time on what others are or are not doing
- Be happy and enjoy your work life

SUPPORT

- Be available to help and ask for help when needed
- Advocate and help one another
- Provide constructive criticism, not just criticism
- Do not gossip; stop gossip when it occurs
- Clarify and seek feedback from each other