



Midpeninsula Regional Open Space District - *JOB ANNOUNCEMENT*

Farm Maintenance Worker

Annual Salary Range: \$79,410 - \$99,172

plus full benefits including CalPERS Pension

Anticipated salary increase in September 2025, pending board approval

FMW typically starts at Step 1 of the salary range

Step 1 Salary: Annual: \$79,410/Hourly: \$38.18

Application Deadline: Sunday, September 7, 2025

If you enjoy working hard in a beautiful outdoor environment with a group of like-minded people, we invite you to apply for the position of Farm Maintenance Worker at Midpeninsula Regional Open Space District (Midpen). Enjoy the outdoors while performing general maintenance and construction tasks and assisting with daily farm operations. Farm Maintenance Workers also have frequent contact with the public and provide visitor information as necessary. The start date for this position is November 2025.

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 70,000 acres of public open space with 250 miles of trails in 27 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position!

About the Position: The Farm Maintenance Worker performs general maintenance and construction tasks at Deer Hollow Farm in the Rancho San Antonio Open Space Preserve and reports to the Maintenance Supervisor. Deer Hollow Farm is an educational, working farm with cows, pigs, goats, sheep, chickens, and other livestock. Duties include performing maintenance and construction tasks using hand and power tools, operating and maintaining Farm vehicles, and assisting with daily Farm operations. The Farm Maintenance Worker will also assist with basic support and care of animals; greet visitors and provide information to the public; and work with volunteers on farm-related projects. This position is based out of the Foothills Field Office in Cupertino (Address: 22500 Cristo Rey Drive, Cupertino, CA 95014). See the [Job Description](#) for additional information.

A Few Reasons Why You May Love This Job

- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment
- You'll be part of a talented and dynamic team whose work contributes to providing nature's benefits to everyone
- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS)
- 'Joint Resource Workdays' allow all district staff to get involved and work together on a variety of maintenance, resource management, habitat restoration and capital improvement projects.

Working Conditions:

This full-time position is part of the Land Stewardship & Trails Department and assigned to Deer Hollow Farm. In addition, this position may be required to work evenings, weekends, holidays, and special events. There may be an option to be on a 9/80 schedule after an initial training period.

Must wear prescribed District uniform and adhere to strict safety procedures and work habits. Depending on the exposure, employee is required to wear head, hearing, eye, foot, face, hand, and full protection equipment. Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, hazardous physical substances and fumes, and poison oak.

Midpen reserves the right to limit or deny off-duty employment or business ownership which creates a conflict of interest or an incompatibility with District employment. Additional information can be found in the Personnel Policies and Procedures Manual [Section 4.13 Off-Duty Employment and Business Ownership](#).

Education & Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to the completion of the twelfth (12th) grade supplemented by college-level coursework in facilities management, construction project management, or a related field, and three (3) years of experience in construction, maintenance, and/or repair of farm properties and related facilities.

Licenses & Certifications Required:

- Possession of a valid California Driver's License.
- Possession of, or ability to obtain, Basic First Aid and Cardiopulmonary Resuscitation (CPR) certification within six (6) months of employment.

Benefits:

Midpen provides a competitive benefits package including health, life and disability insurance, CalPERS pension and paid leaves.

How to Apply: apply online at [CalOps.org](https://calops.org).

[Application deadline is Sunday, September 7, 2025.](#) Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required to be considered:*

1. Fully completed CalOps employment application
2. Cover letter
3. Resume
4. Supplemental question responses

**Incomplete CalOps employment applications, or applications without the required application items listed here, will not be considered for the position.*

Upon receipt of a conditional employment offer, candidate must provide a current DMV report (request report by submitting form [INF 1125](#) to the DMV). Employment offers are conditional upon the results of a fingerprint background check and a pre-employment physical.

Recruitment Timeline: *We recommend applicants be available for interviews on the following dates for panel interviews (we are unable to accommodate individual schedules):*

First interview (virtual): Thursday, September 25, 2025

Skills Assessment (in-person): Tuesday, September 30, 2025

Final interview (in-person): Thursday, October 2, 2025

A note to applicants who currently live outside of the San Francisco Bay Area: before committing to the application process, and if you haven't done so already, we suggest evaluating the feasibility of relocation. We recommend

researching the cost of living in the San Francisco Bay Area, the cost to relocate, and typical commute times to Los Altos from outlying areas.

At Midpen, we believe open space is for all. Our public lands are shared spaces provided for the community by the community. All people, regardless of background, deserve respect, dignity, safety, and a sense of belonging. Midpen welcomes all people to enjoy the public open space preserves we hold in trust, supporting the mental, physical, and social well-being of our region.

Midpeninsula Regional Open Space District is an Equal Opportunity Employer

Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at (650) 691-1200 or via email at hr@openspace.org.

Put your passion for Open Space to work!

August 2025 Supplemental Questions Farm Maintenance Worker

Prequalifying Questionnaire:

1. Have you graduated from the twelfth grade, received a high school diploma or the equivalent (e.g. GED)?

Yes/No

2. This position is expected to drive to and from various District work locations. Do you possess a valid Class C California Driver's License or ability to obtain one prior to appointment?

Yes/No

Supplemental Questionnaire:

1. How many years of professional work experience do you have in construction, maintenance, and/or repair of farm properties and related facilities?
 - a. No experience
 - b. 1-2 years
 - c. 3-4 years
 - d. 5 years or more
2. Describe a resource management, maintenance, or construction project that you supervised. Include the steps you took to plan and run the project, as well as the challenges you faced.
3. Describe your experience coordinating and/or working with volunteers.
4. What interests you about being a part of an educational farm?