

**APPLY IN PERSON AT:**  
Human Resource Department  
909 Packerland  
Green Bay, WI 54303



**OR MAIL TO:**  
Human Resource Department  
P.O. Box 365  
Oneida, WI 54155-0365  
Phone: (920) 496-7900  
Fax: (920) 496-7490

**APPLY ONLINE AT:**  
<http://oneida-nsn.gov>

A good mind. A good heart. A strong fire.

**POSITION TITLE:** Apple Picker/Orchard Worker (**Labor Pool**)  
**POSITION NUMBER:** Apple Picker – 01487 / Orchard Worker - 00463  
**DEPARTMENT:** Apple Orchard  
**LOCATION:** 3679 West Mason Oneida WI  
**DIVISION:** Enterprise  
**RESPONSIBLE TO:** Produce Supervisor  
**SALARY:** Apple Picker NE01 \$10.10/Hr plus \$.25 per bushel picked  
Orchard Worker NE01 \$10.10/Hr  
**(Employees will receive 5% below the negotiated pay rate during their probationary status.)**  
**CLASSIFICATION:** Non-Exempt  
**POSTING DATE:** July 5, 2018  
**CLOSING DATE:** On-going Recruitment  
**Proposed Start Date:** Applicants will be placed on a labor pool and notified as positions become available.

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#### **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

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#### **POSITION SUMMARY**

Under direct supervision of the Produce Supervisor, is responsible for harvesting apples. May assist with other duties within the Agriculture Department. Hours vary depending on ripening of crop and weather. This position is subject to lay-offs and recalls depending on the needs of the apple orchard. This is an agriculturally exempt position. Continuation of this position is contingent upon funding allocations.

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#### **DUTIES AND RESPONSIBILITIES:**

1. Harvest the Apple Crop and place in storage building.
2. Grade and pack apples.
3. Harvest pumpkins, squash and other agriculture crops.
4. Prune trees.
5. Plant, maintain, and harvest field crops.
6. Operate tractor, chain saw, apple grader, and pruner.
7. Contributes to a team effort and accomplishes related results as required.
8. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
9. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.
10. The above duties and responsibilities are not an all inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

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#### **PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:**

1. Frequently stand and/or walk a full eight (8) to ten (10) hour shift each day; bend/stoop, squat, balance, kneel, push/pull; carry up to fifty (50) pounds and repetitively move both hands.
2. Occasionally climb heights utilizing ladders, reach above shoulder level, lift up to sixty (60) pounds and use both feet to operate foot controls.
3. Work is generally performed indoors and an agricultural outdoors setting with a moderate noise level.
4. Exposure to natural weather conditions, high and low temperatures, various dusts and mists, and normal debris and hazards common at farm sites may occur while performing outdoor duties. Prolonged standing and walking may be on uneven surfaces or unstable ground. Exposure to potential allergies such as bee stings may occur.
5. Ability to be on-call and willing to work various shifts.

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**APPLE PICKER/ORCHARD WORKER**  
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**PHYSICAL REQUIREMENTS/WORK ENVIRONMENT(Cont):**

6. A Tuberculosis (TB) Screening and/or TB Skin Test is required within thirty (30) days of employment and annually thereafter as required.

**STANDARD QUALIFICATIONS:**

1. Skill in manual dexterity and/or excellent eye-hand coordination.
2. Skill in customer/client relation.
3. Ability to deal with the general public and Tribal employees with tact, courtesy, respect, objectivity and maturity.
4. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
5. Must be willing and able to obtain additional education and training.
6. Must pass a pre-employment drug screening. Must adhere to the Nation's Drug and Alcohol Free Workplace Policy during the course of employment.
7. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation's Gaming Division.
8. **ORCHARD WORKER ONLY:** A valid, non-probationary driver's license or occupational driver's license, reliable transportation, and insurance are required. Must obtain a Wisconsin non-probationary driver's license or occupational driver's license within thirty (30) days of employment if applicant has an out-of-state driver's license. Must be authorized as eligible to operate a Tribal vehicle under the Oneida Nation's Vehicle Driver Certification and Fleet Management Policy prior to actual start date. Must maintain driver's eligibility as a condition of employment.

**PREFERRED QUALIFICATIONS:**

**Applicants please clearly state on the application/resume if you meet these qualifications.**

1. Knowledge and experience driving a tractor.
2. Apple picking and agricultural experience.
3. Experience using a chain saw, apple grader, and pruner.

**MINIMUM QUALIFICATIONS:**

**Applicants please clearly state how you meet these qualifications on the application/resume.**

1. Must be eighteen (18) years of age or older.
2. High School Diploma, HSED Diploma, or GED Certification is required within one (1) year of employment. **(Must be enrolled in a GED Program prior to the end of probationary period and provide documentation to the HRD Office for employee personnel file.)** Applicants age fifty (50) and older are exempt from this requirement.

**ITEMS TO BE SUBMITTED:**

1. **Must provide a copy of diploma, license, degree or certification upon employment.**