



TITLE: Food Hub Delivery Driver

LOCATION: Vermillion Township, Minnesota

TIME: Full-Time Seasonal (March through December 2025)
32-40 hours a week

COMPENSATION: \$19/ an hour – plus benefit package

SUPERVISOR: Food Hub Director

Hmong American Farmers Association (HAFA) is a membership based nonprofit organization that works with Hmong American farmers in the Twin Cities and the surrounding metropolitan area. The mission of the organization is to advance the economic, social and cultural prosperity of these farmers and their families. Many Hmong farmers face numerous obstacles to farming including lack of access to land, capital, training and alternative markets besides the farmers' market system. Through cooperative farming, education and advocacy, HAFA works with Hmong farmers and their families to create a path to wealth creation not just income generation.

Job Description:

This position is 32-40 hours per week, Monday – Friday. The Food Hub delivery driver will be responsible for delivering produce to wholesale customers and to CSA drop sites in the metro area Monday – Friday. HAFA leases a 16 ft. refrigerated box truck that will be used for deliveries. The Food Hub delivery driver is expected to load the truck, deliver produce in an efficient manner, and maintain the cleanliness of the truck cab and box.

On non-delivery days, the Food Hub driver will be part of the Food Hub crew, assisting with receiving produce, cleaning, packing, and special projects as needed. The driver will be an integral part of a dynamic team that helps fulfill HAFA's mission.

Responsibilities:

The Food Hub delivery driver duties include, but are not limited to:

- Work approximately 40 hours per week, with occasional long days and possibly weekend days during the peak of the growing season
- Applying and/or reapplying for the DOT medical exam
- Responsible for coordinating maintenance and services for the 16ft HAFA box truck
- Loading and unloading onto and from loading docks
- Operating a pallet jack and lift gate
- Move and lift packages up to 50 pounds and maneuver packages of any weight above 50 pounds with appropriate equipment and/or assistance from another person
- Communicating effectively with customers, CSA site hosts, and HAFA team members
- Assist the Food Hub crew where it's needed – packaging, cleaning, and other special projects.
- Complete their assignments efficiently, and act respectfully and professionally to fellow colleagues, farmers, and customers
- Perform physical labor and work outside, or in the fields in all weather conditions

Qualifications & Experience:

- **MUST** possess a valid driver's license and have reliable transportation.
- Have a DOT medical certification or ability to pass the exam
- Ability to drive a 16 ft box truck
- Have at least 1 year of warehouse experience
- Have at least 1 year of food safety and fresh produce handling experience
- Prospective candidate that is self-motivated, team oriented, responsible, and hardworking
- Have strong organizational, communication and customer service skills
- Ability to function in a fast-paced environment and meet deadlines
- Display competency in critical skill areas for the position, especially using a pallet jack, lift gate and backing into loading docks

Essential Functions:

The following position requirements are representative of those that will be encountered while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Environment

- Indoor/outdoor environment subject to changing weather conditions and temperatures.
- Uneven walking terrain and exposure to different fauna and foliage, including but not limited to forests, fields, riverbanks, and general offices.
- Subject to occasional exposure of dust, odor, dirt, noise, and other conditions associated with farming.
- Changing priorities and interruptions.

Physical Demands

- Sitting, standing, and walking for extended periods of time.
- Occasional lifting, pulling, carrying, pushing object(s) weighing up to 50 lbs.
- Occasional bending, kneeling, crouching, turning and twisting.
- Clarity of vision at varying distances to observe and/or use farming equipment, instruments, tools, manuals and other printed materials.
- Manipulate limbs such as legs, hands, and fingers to operate a variety of tools and equipment.
- Verbal, auditory, and written capabilities to effectively communicate in an articulate manner
- Frequent driving of a vehicle to conduct work.

HAFA is especially interested in candidates who are committed to social, economic and racial justice.

HAFA is a Hmong-led organization, and cultural diversity is important to us. Minorities and people of color (particularly Hmong) are encouraged to apply. HAFA is an equal opportunity employer.

If interested, please send your resume, and three references to: hr@hmongfarmers.com. Please put “Food Hub Delivery Driver Applicant” in the subject line.