

# Wisconsin Historical Society

## Old World Wisconsin

### Position Description

LTE Groundskeeper /Laborer  
**Working Title: Historic Farmer**

#### Summary

Led by the Agriculture and Animal Welfare Coordinator, the Farm Staff work to support and maintain Agricultural programming at Old World Wisconsin. As part of the Guest Experience Team they work collaboratively using historic animals and farming practices to bring to life 19<sup>th</sup> century farming for the public. They provide experiences that are engaging, enriching, authentic and relevant to over 68,000 guests each year. Farm Staff support guests in connecting to history in new and hands-on ways.

Each day Farm Staff work behind the scenes as well as face-to-face with guests – in both one on one and group settings. They demonstrate historic farming practices and methods which can include feeding animals, milking cows, hitching and driving horses and oxen, tending to and maintaining planted fields and pastures, fence, machinery and vehicle repair. The Farm staff are also stewards of the animals, buildings and collections of the Wisconsin Historical Society, providing daily care, maintenance and upkeep to ensure that we are able to share Wisconsin's stories well into the future.

This position is 2-3 days per week. \$9.75 per hour.

#### Duties

- 60% A. **Care for, Exercise & Exhibit Farm Animals (including scheduled school tours) for the Daily Guest Experience at Old World Wisconsin**
- A.1 Bring to life the experience of nineteenth century and early twentieth century farming using the clothing, tools, materials and techniques required.
  - A.2 Support a culture that embodies our core values and supports our mission.
  - A.3 Assist with the implementation of emergency procedures when necessary to ensure the safety of visitors and the site.
  - A.4 Provide regular daily feeding and watering of all animals on site.
  - A.5 Facilitate guest/animal interactions that are safe and educational.
  - A.6 Be able to interact with, handle and move all animals on site humanely and safely.
  - A.7 Communicate via established channels to report on animal health and welfare as needed.
  - A.8 Routinely inspect and access all animals as to their cleanliness, comfort and safety.
  - A.9 Observe all established safety precautions when interacting with and exhibiting farm animals.

- 15% B. **Maintain Modern and Historic Animal Facilities**
- B.1 Routinely tour and access all animal living areas for cleanliness, comfort and safety.
  - B.2 Communicate via established channels to report on the condition of historic & modern animal facilities as needed.
  - B.3 Correctly access situations and make repairs as needed, following established guidelines to animal facilities including such things as fence repair, access issues, feeding issues and new construction.
- 10% C. **Repair, Clean & Exhibit Historic Farm Machinery, Exhibits & Horse Tack**
- C.1 Understand the uses and functions of the historic farm machinery so as to be able to use it safely and effectively.
  - C.2 Regularly examine and inspect historic farm machinery insure safe and effective operation.
  - C.3 Observe all established safety precautions when operating historic farm machinery.
  - C.4 Understand the uses and functions of horse harness and tack so as to be able to use it safely and effectively.
  - C.5 Regularly examine and inspect horse harnesses and tack for soundness and reliability.
  - C.6 Regularly examine and inspect historic exhibits for any repair issues concerning guest and employee safety.
  - C.7 Correctly access all safety situations and communicate repair and safety issues via established channels.
  - C.8 Be able to make repairs, both permanent and temporary, as needed following established guidelines.
- 5% D. **Repair, Clean & Maintain Modern Farm Machinery**
- D.1 Understand the uses and functions of modern farm machinery so as to be able to use it safely, appropriately and effectively.
  - D.2 Regularly examine and inspect modern farm machinery insure safe and effective operation.
  - D.3 Correctly access all safety situations and communicate repair and safety issues via established channels.
  - D.4 Observe all established safety precautions and guidelines when operating modern farm machinery.
- 5% E. **Tend to Field Crops**
- E.1 Prepare fields for planting, cultivate and harvest crops using historic and modern machinery and tools.
  - E.2 Plant and prune trees and shrubs
  - E.3 Apply fertilizers, herbicides, insecticides and/or fungicides as directed.

- 5% F. **Support the Larger Work of the Guest Experience Team**
- F.1 Communicate and Collaborate regularly with colleagues to improve team effectiveness.
  - F.2 Attend select meetings and participate in year-round professional development.
  - F.3 Participate in public outreach and demonstrations.
  - F.4 Other duties as assigned.

**Knowledge, Skills and Abilities**

- Knowledge, skills and abilities to care for farm animals including horses, cattle, pigs, sheep and chickens.
- Knowledge, skills and abilities to safely and effectively drive horses and oxen harnessed to historic vehicles and machinery.
- Knowledge, skill and ability to sustain and grow the Historic Agriculture Program.
- Knowledge, skill and ability to safely and enthusiastically demonstrate and share historic agriculture with the public.
- Knowledge, skill and ability in historic and modern farming best practice.
- Knowledge, skills and abilities to safely operate modern and historic wood and metal working tools.
- Knowledge, skill and ability to think on one's feet and exhibit flexibility while ensuring exceptional guest experience.
- Skills and ability to communicate effectively in person and by other means with staff, guests and volunteers of diverse backgrounds and interests.
- Ability to establish and maintain effective working relationships.
- Ability to carry out assigned duties with a minimum of supervision.
- Ability to sufficiently and safely perform demonstration tasks in an outdoor environment.
- Ability to complete assigned duties in historic structure lacking climate control and with direct exposure to the outdoors in farm and wooded environments, including allergens and insects.
- Ability to complete assigned duties while in historic costume in all weather.
- Work involves daily contact with the public, and may involve dealing with difficult people, large groups of people and facilitating experiences for guests facing challenges.
- Days and hours may vary to accommodate specific programs and events.
- Knowledge of Wisconsin and American history.