



Community Farmer

About the Farm

The Community Farm is a not-for-profit social enterprise based in the Chew Valley, just outside Bristol and Bath. We are a nature-friendly, organic farm, working with a network of producers who share our ethics, to supply fresh, local and organic food to hundreds of households throughout Bristol, Bath, the Chew Valley, Frome and Weston-Super-Mare. We aim to grow community as much as we grow food. Every year we welcome over 1,500 people onto the land for volunteering sessions, wellbeing courses and events centred around food, farming and connection to the land.

Who are we looking for?

We need people who are strongly self-motivated and have a deep enthusiasm for food, farming and the natural world. The Farm is an inspiring place to work, and the enthusiasm of our wonderful volunteers keeps us all motivated. Working at The Farm does involve handling a myriad of weather conditions, even office-based workers need to relish the farm environment. Unfortunately, there is no public transport to The Farm, so you must be able to drive and have access to a car, or be a keen cyclist.

Terms and Conditions

Job type: part-time, permanent position.

Hours: 32 hours a week, 4 days including Saturday from April to October

Location: based at the warehouse of The Community Farm, Denny Lane, Chew Magna, BS40 8SZ

Pay: £13.56 to £14.56 per hour (annual salary equivalent at 40 hours per week £28,214 to £31,114). You will be expected to work within these hours, paid overtime to be agreed with your line manager.

Holiday: 28 days annual leave a year, rising to 32 days after 12 months continual service, and 33 days after 36 months (pro rata)

Benefits: Company Pension and Sick Pay, fresh veg, Cycle to Work Scheme

Resignation period: This role requires a 3 month resignation period (upon completion of probationary period of 3 months)

Main Purpose of the Job

Welcoming people onto the land is core to the aims of the farm and one of the most important ways for us to achieve our mission of getting more people enjoying the benefits of a better food system. We are looking for someone who can share the joy of growing food and caring for wildlife, inspire people about a better food system and encourage connection between people and the land.

You will be responsible for hosting and coordinating people on the land, incorporating them into our farming and wildlife activities: from volunteers and school groups to corporate and community organisations.

You will be excited by the opportunity to be creative with our offer, helping us continue to evolve how we involve people with the farm, increase the number of people we welcome onto the land and helping those who come to make connections with the rest of the farm and build long term relationships with us.

Position in The Community Farm

Reports to and supported by: Food and Farming Manager

Main relationships: land-based team: Growers, Wild steps Coordinator, Grow and Make Co-ordinator, Interim Volunteer Coordinator

Line manages: n/a. Although you do not have direct line management responsibility, you will need to be comfortable supervising people, and working alongside team members to work towards long term aims

Duties and Responsibilities

This is not an exhaustive list of duties but gives an outline of the roles and responsibilities of this position.

Operational Duties

- Hosting volunteers and groups, 2 – 3 days a week, including our flagship Community Farmer Days on Saturdays throughout the Summer
- Leading volunteers and groups in farming and wildlife activities
- Supporting the land-based team to create an annual farming plan (crop, wildlife and whole site management plans) that prioritises opportunities for our community to participate
- Developing our community offering such that it aligns with the operational food, farming and wildlife needs of The Farm
- Working alongside the Communications team, managing enquiries through to sign up or calendar booking
- Working alongside the Communications team, managing communications and celebrations for volunteers and groups
- Working alongside our Events manager in planning and delivering our Farm hosted events

- Managing community venues, utilities, tools and equipment
- Working with the land-based team to ensure our marginal areas (lawns, flowerbeds, borders and learning area) are well maintained
- Working with the land-based team to ensure appropriate tasks are allocated to the right groups
- Assisting with recruitment, monitoring and evaluation of our community engagement

General Responsibilities

- Acting enthusiastically as an ambassador for the aims and reputation of the Farm
- Communicating kindly, openly and clearly at all times with colleagues, volunteers and visitors
- Being flexible in covering other roles or additional duties when essential (and if skilled to do so) in the event of sickness, holidays, or exceptional circumstances, including occasional evening and weekend working

Legal Responsibilities

- Helping create a safe workplace for all staff and visitors
- Helping meet all Environmental Health, Food Hygiene and Trading Standards regulations

Person Specification

All items below are desirable but none are essential by themselves.

Qualifications

- Qualifications in (Organic) Horticulture

Knowledge and Experience

- Experience in creating and fulfilling farming plans (crop plans, whole site management, wildlife conservation)
- Experience of leading mixed groups of volunteers to complete practical horticultural or wildlife tasks
- Experience of working with vulnerable people
- Experience of working for a social enterprise and/or small business
- Experience working on a field scale organic farm/CSA
- Knowledge of a wide range of organic horticultural practices
- Knowledge of nature friendly farming/ gardening techniques

Qualities and skills

- Practical horticultural skills
- Ability to drive a tractor [training provided]
- Basic construction and DIY skills
- Tool use including hand tools, strimmer and lawn mower

- Proficient administration skills
- Proficient IT skills, including using Microsoft Word, Gmail, Excel
- An organised and methodical approach to work
- Excellent written and verbal communication skills
- Shows initiative and takes personal responsibility for completing tasks
- Ability to manage complex interpersonal and group dynamics
- Ability to deliver role in all weather conditions
- First aid trained [training provided]
- Driving License

Closing date: 14th March 2025

Interview Date: w/c March 17th 2025

Start date: ASAP

The Farm reserves the right to close applications early if a suitable candidate is found, so please complete your application as soon as you can, and don't hesitate to contact us at jobs@thecommunityfarm.co.uk with any questions.

Inclusivity Statement

The Community Farm recognises that the farming and environmental sectors are amongst the least diverse employment sectors. We aim to be an inclusive employer and organisation. Studies have found that women and candidates from minoritised communities do not apply to roles unless they meet 100% of the criteria. We encourage candidates to apply even if they do not meet all the criteria in the person specifications.

Scope for flexibility

If the Farm is an organization you are strongly motivated to work for and aspects of this job description match your skills, knowledge and experience, but other aspects are outside it, then please do get in touch with us directly to discuss working with us, or highlight within your application areas you are less confident with. As a young and rapidly evolving organization, we are used to flexibly evolving our staffing roles and structures, and may be able to flex roles to suit the right people. We are open to job shares.

Contact: for any questions relating to this application, please contact jobs@thecommunityfarm.co.uk