



Driver (Veg Box Scheme)

About the Farm

The Community Farm is a not-for-profit organic farm, working on a 14-acre rented site beside Chew Valley Lake.

- We grow, and source, organic and climate-friendly food, delivering to veg box and wholesale customers within a 15 mile radius across Bristol, Bath, and Chew Valley.
- We run a communities programme enabling over a thousand people each year to benefit physically and mentally from time on the Farm, for volunteering, learning, and events
- Our wildlife group ensures hedgerows and field margins are allowed to thrive, with flowers, wild grasses and bird boxes supporting habitats and forage for many species including pollinators.

Our purpose is nurturing relationships through our organic farm. We do this through food-growing that benefits, rather than damages, climate and biodiversity, through connecting people with land and food, and through providing food choices for local people for a planet-friendly food system. Founded by local volunteers in 2010 and influenced by the Transition Towns movement, The Farm is a Community Benefit Society, meaning it exists to serve its community. We take 'community' to mean all webs of life connected with The Farm, from microbes in the soil to birds in the hedgerows, from those growing our crops to those buying our produce and visiting 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. We need you to fully support the purpose of the organisation, to help continually improve the quality of our work and our produce, and to help develop our collaborative and inclusive ways of working, participating in training when relevant. You need to be able to work with change.

The Farm is an inspiring and friendly place to work, and the enthusiasm of our wonderful volunteers keeps us all motivated. Working at The Farm does involve a myriad of weather

conditions. Outdoor jobs require the ability to work through all weathers, and 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; Driver shifts available are: Tuesday to Thursday, 2pm - 9pm (you may apply even if you can only do one or two of these shifts).

Hours may vary in accordance with the needs of the business. You will be paid for the hours worked.

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

Pay: £9.90 per hour between 6am and 11am, with an uplift of £2 per hour between 10pm and 6am, and an overtime rate of £14.85 for hours worked over 8 hours in any shift.

Holiday: 28 days a year, rising to 32 days after one years' service and 33 days after three years' service (pro rata)

Benefits: Company Pension and Sick Pay, weekly Veg Box, Cycle to Work Scheme

Resignation period: This role requires a 1 month resignation period.

Main Purpose of the Job

The role will cover driving rounds within about a 15 mile radius of The Farm, covering the cities of Bristol and Bath and the surrounding areas. You need to be confident driving a 3 tonne van in both rural and urban areas that contain everything from country lanes to overcrowded city residential streets. Being the face of The Farm to our customers, you need to be an ambassador for The Farm, working to high standards at all times.

Scope for flexibility

If the Farm is an organisation 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 organisation, we are used to flexibly evolving our staffing roles and structures, and may be able to flex roles to suit the right people.

Position in the Community Farm

Reports to and supported by: Warehouse Manager

Line Manages: n/a

Main relationships: Food and Farming Manager & Lead Driver

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

- To load the van and deliver vegetables boxes to our household customers.
- Be a responsible driver at all times.
- To take on driver responsibilities as needed to ensure the smooth running of the business.
- Have high levels of customer service when dealing with members of the public.

Legislative Responsibilities

- Helping create a safe workplace for all staff and visitors
- Helping meet all Environmental Health, Food Hygiene and Trading Standards regulations
- Helping with actions and record-keeping for Soil Association Organic Certification inspections

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
- Helping evolve and refine the roles and responsibilities of your job in order to avoid gaps or overlaps as business needs evolve
- Showing independent initiative and actively fostering a 'can do' culture in support of the Farm
- 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

Person Specification

Qualifications

- Clean UK Driving Licence (essential)

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

Knowledge and Experience

- Working on a commercial retail operation
- Experience of and confident in van driving and multi drop delivery

- Working on your own

Qualities and Skills

- Organised, thorough and methodical
- Adopts a positive attitude – willing to assist others even when busy
- Physically capable
- Must be 25 years old or over

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. Our approach to hiring is changing as we continue to talk and learn about intersectional privilege and discrimination, and we aspire to support a greater plurality of voices in our organisation as this process continues. We want the Farm to be a fully welcoming and supportive place.

Studies have found that women and BAME candidates 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.

Closing date: n/a - we will complete interviews on a rolling basis and close the position when we find the right person

Interview Date: n/a as above

Start date: As soon as possible.

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 with any questions.

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