



Seasonal Grower

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, temporary position (Apr-Oct)

Hours: 24 hours a week

Days: Mondays and Tuesdays plus one other weekday to be decided. You may be required to work some Saturday's during the peak season.

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

Pay: £12.00 per hour (annual salary equivalent at 40 hours per week £22,672). You will be expected to work within these hours, paid overtime or time off in lieu 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 4-week resignation period (upon completion of probationary period of 4-weeks)

The Community Farm is exploring options for apprenticeships and longer-term positions beyond October 2025 both internally and alongside the Land Workers Alliance (LWA) and Organic Growers Alliance (OGA).

If a longer term opportunity interests you, please mention this as part of your application.

Main Purpose of the Job

The Farm is a 14-acre organic horticultural farm with both field-scale and market garden growing systems and five polytunnels. We grow a wide range of organic vegetables for our home-delivery veg box scheme and our wholesale customers.

The main purpose of this role is to work as part of the land-based team at The Community Farm on all horticultural tasks including harvesting, packing, planting, weeding and seed sowing during the busiest months of the growing season.

Position in The Community Farm

Reports to and supported by: Food and Farming Manager

Main relationships: Growers, Assistant Grower, Community Farmer, Warehouse Manager, Wild Steps Project Co-Ordinator, Grow and Make Project Co-Ordinator, Interim Volunteer Coordinator and our Volunteers

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

- Harvesting and packing farm produce to the correct specifications in an efficient and timely manner
- Tending to crops, hand weeding and hoeing
- Sowing seeds according to the propagation schedule
- Routinely watering seedlings in the propagation tunnel
- Working alongside and helping to supervise farm volunteers on field tasks.
- Using and adjusting the farms' irrigation systems
- Moving meshes to protect crops from pest damage
- Tractor and machinery work including field cultivation, planting, weeding, mowing and topping of fields
- Opening and closing of polytunnel doors and windows at the beginning and end of the working day in response to the weather

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
- Helping with actions and record-keeping for Soil Association Organic Certification inspections

Person Specification

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

Qualifications

- No qualifications are required. However, a horticultural qualification would be of benefit.

Knowledge and Experience

- Experience working on a market garden or small-scale commercial farm
- Experience working in field-scale organic growing systems
- Experience working on a community food growing project e.g. CSA
- Experience working with, or supervising, volunteers
- Knowledge of health and safety requirements
- Knowledge and understanding of utilising organic and agroecological principles for growing
- Knowledge and understanding of improving biodiversity and farming in a nature friendly way
- Experience of driving a tractor
- Experience of other farm machinery use, maintenance and repairs

Qualities and skills

- A passion for agroecological farming, local food, and community businesses
- Excellent team player
- Good communication
- Flexibility
- Willingness to learn and self-driven
- Adaptable and embraces change in a growing organisation
- Outdoor work: This role requires the post holder to work outside in all seasons of the year so you must be happy in all weathers!
- This role is highly active and requires a good level of physical fitness and strength

Closing date: 7th March 2025

Interview Date: w/c March 10th 2025

Start date: April 1st 2025

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.

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