



JOB DESCRIPTION **Community Farmer**

Main Purpose of the Job

The main purpose of post of Community Farmer is to recruit, train and supervise a team of volunteers to work on the field; provide labour on the field as required and as necessary; develop the Farm's approach to care farming. Deliver all activities on time and within budget.

Position in the Community Farm

Reports to: The Farm Manager

Main relationships: liaise with key Community Farm staff, in particular the Project Manager, Apprenticeship Leader and field staff, Wholesale Manager, Community Learning Officer and Communications Co-ordinator.

Scope of the Job

- The priorities for this work are to: enhance volunteering opportunities and facilities in the field; add value to the work on the field by recruiting a regular volunteer work force;
- To coordinate all aspects of the regular field volunteer work programme and community farm days
- Develop options for the farm around care farming

Role

The role will involve working outdoors on the Farm's 28 acres of growing land 5 days a week Tuesday to Saturday for 40 hours a week. Recruiting and managing our new volunteers and supervising our existing volunteers. The aim is to recruit up to 50 new volunteers per year over 3 years to provide the Farm with a volunteer work force to manage work in the field.

The role will be responsible for:

- 2 days a week field work
- 3 days a week volunteer recruitment and management including developing care farming options
- All aspects of health and safety requirements
- All aspects of monitoring and evaluating the volunteer work
- Sourcing, upkeep and repair of volunteer equipment and facilities

Main duties and responsibilities

- Recruit to our team of regular volunteers through various channels including volunteer organisations, environmental groups, local contacts etc.
- Prepare jobs for volunteer days
- Organise and supervise our team of regular volunteers to undertake activities at the Farm;
- Welcome, advise and provide induction for new regular volunteers;
- Organise and run our Community Farmer Days for Saturday volunteers
- Check all attendees to the farm have provided the necessary health and safety information; (this is normally collected prior to arrival)
- Keep a record of who has attended;
- Promote a positive, supportive and welcoming environment in which volunteers can participate in activities at the farm;

- Liaise with the Farm Manager to resolve any issues that might arise;
- Ensure the site is kept safe for volunteers and open access
- Develop and maintain signposting for the site and labelling for crops
- Work within Health and Safety requirements
- Monitoring and evaluating the volunteer programme and making improvements and changes as necessary
- Annual reporting to our funders on progress of the project

Key outcomes over 3 years are to:

- Recruit, induct and manage 150 new volunteers to the community farm, connecting people to what they eat and enabling wider community engagement with sustainable food production.
- Develop volunteer skills through the provision of training and experience, aiming to retain 60% of all recruited volunteers beyond the grant period.
- To develop a Code of Best Practice for the use of volunteers in CSA projects that will be available to other schemes, of all scales, across the country.

Person specification

We are seeking someone who:

- has experience of commercial vegetable production
- is extremely personable and enthusiastic;
- is sympathetic to the needs and aspirations of others;
- is confident when meeting new people;
- is responsible, reliable and a good time-keeper;
- can keep notes and communicate information clearly and accurately;
- is first aid trained (desirable);
- is willing to 'muck in' with all aspects of the farm's activities;
- has their own transport or lives close to the Farm: the farm is located near Chew Magna, where public transport is very limited.

TERMS AND CONDITIONS

This is a temporary contract for three years made possible through a grant from the Esmée Fairbairn Foundation. A full copy of the grant application is available on request. The starting salary is £17,118 rising to £18,512. All reasonable expenses will be covered and there is a budget available for resources necessary to guarantee the success of the project. Evening and weekend working will be required.

A clean driving license is required along with own transport.

An enhanced CRB check will be required for the successful applicant

About The Community Farm

The Community Farm is no ordinary farm; it is owned by its members, supplying fresh organic fruit and vegetables to homes and businesses in and around Bristol, Bath and the Chew Valley. We've developed every aspect of the farm with sustainability in mind to create a growing business which is commercially viable, protects and benefits the environment, and involves the community.

We are a social enterprise, conducting business in a co-operative way and reinvesting any profits in the Farm. Experienced and dedicated staff and board members manage the farm with the support of more than 500 members from nearby towns, villages and beyond. We aim to reconnect people with the land where their food is grown.

We grow on 28 acres of land overlooking Chew Lake, between Bristol and Bath, and welcome visitors to special events and open days throughout the year.

- Organic box scheme and wholesale deliveries
- Special events
- Group activities and workshops
- Volunteering opportunities