

## Market Garden Lead Grower

### Job Description

<b>Hours:</b>	<b>15 hours a week averaged across the year</b> , but with seasonal hours (e.g. 3 days in season and 1 day off season to be agreed).
<b>Pay:</b>	£22,230 per annum (gross) for a 37.5 hour working week, pro rata for part time, plus 5% pension contribution
<b>Days:</b>	<b>April to September:</b> 3 days a week including Sundays & every other Saturday. <b>October to March:</b> 1 day a week (possibly Sundays, depending on harvest day)
<b>Start date:</b>	<b>January 2022</b>

**Responsible to:** The Kindling Trust Team & our FarmStart Co-ordinator.

### Role:

We are seeking an experienced and organised grower to work alongside our FarmStart Co-ordinator in leading a team of trainees and volunteers to transform our two-acre horticulture site into a flagship urban agriculture site.

For the last five years we have been investing in and transforming an old council nursery into a Community Food Hub with a vibrant community of projects, people and ideas.

Year on year, we increase the amount of produce we grow, however we have been very dependent on grants as well as the support of dedicated volunteers and trainees. We are acutely aware this is not sustainable and collectively we are very keen to move to a more commercial focus, greatly increasing our income from the sale of amazing fresh organic produce to our ready markets.

This summer we have seen significant progress, with us taking ownership of two large double-spanned polytunnels, investment in new irrigation, and more staff joining the site.

We are therefore looking for a dynamic and ambitious grower, who can help us meet the potential of our amazing site, our dedicated community, and our supportive markets.

### Main Duties

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- Crop planning and site design with the team to develop ambitious sales targets.
- Growing a range of organic vegetable, fruit and herb crops in the polytunnels & on the field all year round, on approximately 2 acres of land.
- All aspects of crop production - ground preparation, sowing, weeding & harvesting, packing & storage of produce (in partnership with the FarmStart Co-ordinator & FarmStart Trainees)
- Management of volunteers (in partnership with the Programme Co-ordinator).
- Facilitate training opportunities (in partnership with our FarmStart Co-ordinator).

- Input into site maintenance priorities (in partnership with our CareTaker).
- Working with main buyers on harvesting, deliveries, prices, logistics etc. (currently Veg Box People & Unicorn Grocery).
- Completing risk assessments and health & safety reviews
- Monitoring, record keeping etc.
- Complying with Soil Association certification, reporting and inspection.
- Conform to Environmental Health & Trading Standards requirements

Person Specification:	Essential:	Desirable:
Experience of organic growing (all aspects of production and harvesting) all year round on a commercial scale.	☼	
Good level of horticultural knowledge to be able to answer questions from trainees and volunteers.	☼	
Reasonably fit and able to carry out physically demanding tasks.	☼	
Hard working and reliable.	☼	
Good communication and interpersonal skills.		☼
Able to work well independently and as part of team	☼	
Must be happy with regular lone working	☼	
Experience of working with, coordinating & supporting volunteers.		☼
Ability to motivate, encourage and get the best out of individuals.	☼	
Problem solving and issue resolution skills.	☼	
Ability to prioritise tasks and good planning and organisational skills.	☼	
Be able to learn on the job, and respond to possibilities and potential opportunities.	☼	
Willingness and flexibility to undertake any relevant training required.		☼
Driving license.		☼
Tractor & machinery experience.		☼
Basic mechanical repairs skills.		☼