



# Kindling Farm Grower

## Job Description

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| <b>Hours:</b>                | Full time (37.5 hours) a week.<br><i>You must be able to work occasional weekends and be flexible to possible seasonal changes to start/end times where needed.</i> |
| <b>Length of Contract:</b>   | One year (possibly to be extended)  |
| <b>Salary:</b>               | Salary <b>£24,570</b> per annum (gross) for a 37.5 hour working week.   |
| <b>Location:</b>             | Kindling Farm, Tarbock Green, Merseyside.   |
| <b>Application deadline:</b> | Sunday 23rd February 2025, 5pm  |
| <b>Interview date:</b>       | Monday 3rd March 2025   |
| <b>Preferred Start Date:</b> | Monday 31st March 2025 (or as soon after this as possible)  |

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| <b>Responsible to:</b> | Kindling Farm Board of Directors. |
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### Background:

*Kindling Farm was set up to create a fairer and more sustainable food and farming system for all. Last year we purchased a 31 hectare (78 acre) farm in Knowsley, to establish an organic fruit and veg based agroforestry system and show that climate and wildlife focused farming is an economically viable farming option.*

*Following 18 months preparation (sowing a fertility-building ley, implementing biodiversity measures; starting our agroforestry system; securing planning permission for basic infrastructure; crop planning etc.), we are ready for our first season of production. This is a long awaited and very exciting time for us. We hope this will be an extremely rewarding role and are looking for the right person with the skills and experience to help us deliver our plans and get our first season off to a good start.*

*We have developed our 2025 crop plans (field-scale and polytunnel) and will be starting production gradually (while we build up our markets, team and infrastructure). This first growing season will involve cultivation and production for fieldscale veg (squash, brassicas, celery, radish, beetroot & beans etc.); ~1,000m<sup>2</sup> of protective cropping (tomatoes, spring onions, radish, leafy greens etc. - with tunnel area increasing as finance allows); establishing the first strawberry beds; and working with us to deliver our Countryside Stewardship and Sustainable Farming Incentive agreements at a farm level.*

*We are looking for someone with practical experience of veg production at this scale (including use of machinery), to work with the support of the Kindling Farm team and guidance from our farm advisors who are a fountain of knowledge and experience.*

*This post was made possible by the Esmee Fairbairn Foundation.*

Find out more about us at: [kindling.org.uk](http://kindling.org.uk) or our Facebook page: <https://www.facebook.com/KindlingFarm>

**Role:** The primary role of the grower will be:

**Crop production** in the tunnels and at a field scale. This will involve a mix of Tractor work for field scale cultivations, planting and weeding and tasks by hand e.g. planting, weeding, harvesting. The role will also involve irrigation, crop storage and transportation.

**Other tasks will include working with the Farm team to carry out:**

- **Tree care**
- **Land management** (delivery of our Countryside Stewardship and Sustainable Farm Incentive Agreements).
- **Farm Machinery/infrastructure:** Maintenance, repair and purchase of farm machinery and equipment.

**Detailed Job Description:**

**With the support of and in coordination with the Kindling Farm team the Main Duties will be:**

**A. Crop Production & Farm Infrastructure:**

- Implement the crop plan for our first growing season including:
  - Bed preparation, soil cultivation and weeding
  - Crop care including pest management & irrigation
  - Harvesting, packing, storing
  - Deliveries.

This will involve a mix of tractor work e.g. field scale cultivations, planting and weeding and tasks by hand planting, weeding, harvesting (both in the tunnels and at a field scale).

- Organic certification: ensure we meet the Soil Association standards (both in production methods and in maintaining records (you will receive guidance/instruction from the farm team).
- Help maintain farming infrastructure including water storage tanks, irrigation, polytunnels, gateways, tracks, etc.
- Help maintain farm vehicles, tractors, implements and other machinery/equipment.
- Work with the Farm Team to implement the farm's agroforestry plan (including fruit tree care and planting new trees).

**B. Land Management:**

- Implement an annual maintenance programme (mowing, field margins, hedge maintenance etc.).
- Implement an annual programme of pest management.
- Work with the Biodiversity Working Group to accommodate biodiversity improvement work.

**C. Health and Safety:**

- Liaise with the Farm Team to maintain the security of the site and the safety of all those who use it.

**D. General responsibilities of this post:**

- Report to Kindling Farm Director.
- Reflect Kindling's vision and principles, strategy and policies at all times.
- Be aware of and comply with all relevant policies and procedures.
- Fulfil such other duties and assignments as may be required from time to time.

Please submit your CV and a covering letter to [farm@kindling.org.uk](mailto:farm@kindling.org.uk) by Sunday 23rd February 2025, 5pm

**Person spec - for us not the job ads/info**

**Competence, Skills and Knowledge:**

At least five years working for a commercial growing operation (the size isn't important but experience in and an understanding of the challenges and opportunities of growing commercially is).

Proficiency in operating a tractor and implements and experience of maintaining farm machinery.

Practical skills and experience e.g. putting infrastructure in place, maintenance and repairs.

Experience of project management, development and coordination.

Experience of farm management.

Proactive, hard working and reliable.

Strong organisational skills and the ability to prioritise workload.

Good planning, prioritising and organisational skills.

UK driving licence.

Ability to prioritise tasks and good planning and organisational skills.

Good administration and IT skills.

**Personal:**

Savours physically challenging work: Physically fit, able to work in all weather conditions & flexibility to work in various work conditions.

Awareness and understanding of the challenges within the food and farming sector.

Enthusiasm and dedication to ecological justice and social change issues.

A love of food and a passion to grow it to exacting standards.

Drive and enthusiasm to meet set objectives. A high degree of personal motivation and initiative, the ability to work under pressure, whilst working cooperatively in a team environment.

Creative problem solver with attention to detail.

Be able to learn on the job with willingness and flexibility to undertake any relevant training required.

Excellent verbal and written communication skills, a consistent positive attitude, and a capacity for cooperative team working.

Ability to motivate, encourage and get the best out of individuals.