



Farm Manager

Job Description

Hours:	Full time (37.5 hours) a week. <i>You must be able to work occasional weekends and be flexible to possible seasonal changes to start/end times where needed.</i>
Length of Contract: business)	2 years (with potential 3rd year depending on start date and growth of business)
Salary:	Salary Range from £27,000 - £33,150 per annum (gross) dependent on experience, for a 37.5 hour working week.
Location:	Kindling Farm, Tarbock Green, Merseyside.
Application deadline:	Sunday 23rd February 2025, 5pm
Interview date:	Monday 3rd March 2025
Preferred Start Date:	Monday 31st March 2025 (or as soon after this as possible)

Responsible to:	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. We have developed our 2025 crop plans (field-scale and polytunnel) and are looking for the right person with the skills and experience to help us deliver these plans and get our first season off to a good start.

This is a long awaited and very exciting time for us and we hope the role of Farm Manager will be an extremely rewarding - whilst challenging - role.

We will be starting production gradually (while we build up our markets, team and infrastructure), so this first growing season will involve cultivation and production for fieldscale veg (squash, brassicas, celery, radish, beetroot & beans etc.); ~1,000m² 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.

A key part of this post will be to develop the crop plan for the coming winter/next season and work

with us to build the farm team over the coming years.

This post was made possible by the Esmee Fairbairn Foundation.

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

Role:

The Farm Manager will conduct all aspects of the farming and land management in partnership with the Kindling Farm Team, balancing this season's productivity with developing the farm for future seasons. Their primary role will consist of overseeing the day-to-day operations of the farm, including:

Crop production: Ground preparation, planting, weeding, harvesting, storage and transportation.

Tree care: Coordinate with our Agroforestry Lead the care of fruit trees.

Land management: Implement our land management plans, ensuring the delivery of our Countryside Stewardship and Sustainable Farm Incentive Agreements.

Farm Machinery/infrastructure: Maintenance, repair and purchase of farm machinery and equipment.

Ensuring compliance: Ensuring the farm complies with government regulations, health and safety requirements, ethical standards and Soil Association Certification.

Record keeping & budgeting: Keeping records up to date (e.g. stock, yields, financial records etc.).

Coordinating staff: Assigning tasks and responsibilities, and supervising seasonal workers and the farm team as it grows.

Building the farm team: Part of this role is to build up the knowledge, skills and experience of a team of growers for Kindling Farm

Detailed Job Description:

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

A. Farm Infrastructure & Crop Production:

- Help secure, install & 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).
- Implement the crop plan for our first growing season including:
 - Sowing, propagation and transplanting
 - Bed preparation, soil cultivation and weeding
 - Crop care including pest management & irrigation
 - Harvesting, packing, storing and deliveries.
- Organic certification: ensure we meet the Soil Association standards, maintain records and lead on the farm inspection and other communications with the Soil Association.

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.
- Ensure the delivery of our Countryside Stewardship and Sustainable Farm Incentive Agreements.

C. Planning & Coordination:

- With the Farm Team, develop the most appropriate crop rotation for future years (and potentially for this coming winter, depending on start date).
- With the Farm Team, develop future crop plans for field and protective cropping areas based on customer demand and feedback.
- Oversee & work with seasonal growers, volunteers and in future years a small team to implement all aspects of field scale and protected fruit and veg production.
- Coordinate and oversee work using outside contractors.
- Develop site and project management and maintenance plans.
- Work with our buyers to co-ordinate purchase and delivery of produce.
- Manage the Farming Budget with the Farm's Bookkeeper.
- Work with the University of Manchester and others to ensure annual soil tests etc.

D. Health and Safety:

- Liaise with the Farm Team to maintain the security of the site and the safety of all those who use it.
- Ensure all staff, contractors and visitors are provided with Health and Safety information relevant to the activity.
- Carry out risk assessments for all farming activities.
- Liaise with the Farm's Community Engagement Worker to ensure school farm visits are possible.

E. Oversee monitoring and evaluation of the project:

- Liaise with advisors and consultants about monitoring of environmental impacts.
- Collect and record data needed.
- Responsibility for compiling data and reporting to the board.

G. General responsibilities of this post:

- Building the farm team: An important part of this role is to build up the knowledge, skills and experience of a team of growers for Kindling Farm in all the areas above.
- 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 by Sunday 23rd February 2025, 5pm