

Capel Manor College

Seasonal Grower

Job Description & Person Specification



JOB DESCRIPTION & PERSON SPECIFICATION

JOB DESCRIPTION

Post	Assistant Grower
Scale	Business and Learning Support
Grade	Scale 3 point 14
Responsible to	Farm Manager
Location	Forty Hall Farm
Contract	Full-time, Fixed-term from March to October

Key Responsibilities:

The responsibilities of the Assistant Grower are to assist in all aspects of horticultural production in the Market Garden at Forty Hall Farm. They will Work alongside students and volunteers to demonstrate organic commercial production techniques and assist with the packing and delivery of Enfield Veg co veg bags where necessary

Responsibilities:

1. To assist in all aspects of horticultural production – including designing planting plans, ordering materials, sowing seeds, bed preparation, transplanting, weeding, harvesting, packing and delivery of produce, and record keeping.
2. Using a wide range of tools as required, including both small scale hand tools, intermediate scale pedestrian tools (such as wheel hoes or petrol driven machinery)
3. To work alongside the Growers and other farm staff to ensure the market garden provides suitable educational and training opportunities for Capel Manor College students, volunteers, visitors and any other users.
4. Occasional supervision and leadership of student and volunteer groups as required, working with other Market Garden and farm staff to identify suitable practical tasks ensuring that the College's Health and Safety Policy, Equality and Diversity Policy and Safeguarding Policy are adhered to at all times
5. To assist in the sales and marketing of Market Garden produce.
6. To assist when necessary with the running of the Enfield Veg Co. vegetable bag scheme, including working alongside the EVC driver to pack the veg bags, as well as undertaking other marketing and promotional activities.
7. Care and maintenance of the Market Garden, including maintenance of marginal areas, keeping access routes clear and level, maintenance of perennial plantings
8. Care and maintenance of all tools and machinery
9. Occasional weekend work, including staffing veg stalls and EVC promotion
10. Any other reasonable duties of a comparable nature as required by the Head Grower, Farm Manager or another member of Capel Manor's Senior Management Team

General Responsibilities:

1. Promote and implement all College policies, particularly those which refer to health & safety, equality of opportunity and Safeguarding young people and vulnerable adults
2. Participate in College programmes of staff appraisal and continuing professional development
3. Develop effective working relationships internally and with external partners
4. To operate at all times in line with the College's values and behaviours
5. Undertake other duties as may reasonably be required in the interests of the efficient functioning of the College

PERSON SPECIFICATION

Qualifications

- Possess a Level 2 qualification in English and Maths or a willingness to achieve within a specified period
- Evidence of continuous professional development
- Level 3 Horticultural qualification (or equivalent experience) is desirable

Experience

- Experience of commercial vegetable and fruit production
- Experience of working with a diverse customer base including, for example: students, community groups, schools, members of the public, local government agencies, and food retailers
- Experience of using horticultural tools and machinery
- A demonstrable interest in organic farming, food production and horticulture, and a commitment to environmental sustainability
- The skills (or a willingness to develop the skills) needed to accurately maintain records and returns as required by national legislation and certification bodies (eg Defra, Natural England and the Soil Association)
- Experience of organic vegetable and fruit production is desirable
- Experience of using tractors and tractor mounted machinery would be advantageous
- Specialist experience of relevance to market gardening, for example in salad growing, irrigation, marketing work is desirable

Skills, Abilities and Knowledge

- An ability to carry out all tasks quickly and efficiently, while meeting tight time deadlines
- The ability to develop positive working relationships with individuals at all levels
- The ability to communicate effectively orally and in writing.
- Effective organisation skills and ability to work on own initiative and as part of a team
- Willingness to work in all weathers, including extremes of heat and cold
- Good understanding of sustainable horticultural practices and how these techniques may be applied in the market garden.
- Experience of teaching horticultural techniques and process to students and volunteers is desirable
- Willingness to undertake additional machinery training as necessary would be advantageous
- Ability to sustain a high work-rate throughout the day is desirable

Other Factors

- An understanding of and commitment to safeguarding young people and vulnerable adults
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people/vulnerable adults
- Emotional resilience
- The ability and determination to promote equality, diversity and inclusion throughout all aspects of College life, including employment and service delivery
- Should the position involve regular driving, a clean driving licence is required