



**Organic Market Gardener**

Location	Reports to	Hours	Salary
Bore Place, Chiddingstone	Health and Wellbeing Manager	37.5 hours a week, flexible on a seasonal basis	£22,501 to £25,000 (optional onsite cottage available with this post)

Background Information
<p>Bore Place is home to the Commonwork Trust, a charity set in 500 acres of countryside encompassing an organic dairy farm and vegetable gardens, conference centre, environmental education centre, as well as programmes to provide opportunities for vulnerable and disadvantaged young people.</p>

Job Purpose
<p>The purpose of this post is to run our organic Market Garden which is under the Grow to Grow programme, supporting vulnerable young people (14-24 years), many of whom are experiencing mental health difficulties. Grow to Grow provides an opportunity for young people to be part of a small team producing fruit and vegetables for our social enterprise, whilst receiving therapeutic support from experienced team members. This role ensures that the Market Garden has a suitable range of tasks for the groups and individuals attending the project, whilst also demonstrating to the participants how a small business can work.</p> <p>The therapeutic staff on the Grow to Grow project support the Market Garden and work alongside the Gardener to help to maintain the garden and serve the customers. This post is considered to be part of the Grow to Grow team.</p> <p>The Market Garden is approximately 2 acres with 9 beds and 3 polytunnels, and grows a wide range of fruit and vegetables. It provides produce for local restaurants and pubs, the Bore Place kitchen catering for our conference centre clients, and a weekly staff veg box scheme.</p> <p>This post currently receives some financial support from The Big Lottery but is working towards being a sustainable social enterprise and part of the ongoing activities at Bore Place. To that end, the post holder is required to be supportive of the overall aims and objectives of the Grow to Grow project which is the recipient of the current grant funding.</p>

**Responsibilities and Tasks**

**Running the Market Garden**

- Developing an annual plan for produce, working around the stock already available and taking into account previous rotational planting.
- Finding suitable outlets for produce, including the Bore Place kitchen, and maintaining relationships with existing clients.
- Developing our new Veg Box scheme as a regular income source.
- Recruiting and overseeing volunteers to support the Market Garden.
- Maintaining Health and Safety standards and requirements.
- Providing suitable records and returns to the Soil Association in line with their standards for Bore Place to hold the 'organic' status.
- Keeping financial records, working with the Accounts Administrator.

**Working as part of the Grow to Grow team.**

- Providing a supportive working environment that offers a positive experience of working as part of a small team and social enterprise by planning tasks on a weekly basis, working on a one-to-one basis with young people who attend the project.
- Coaching young people attending Grow to Grow in all aspects of planting, maintaining and harvesting produce.
- Supervising project workers, staff, young people in paid work placements (normally 3 hours a week) and volunteers in the Market Garden.

**Working with others at Bore Place**

- Working with our Head Chef and Sustainable Food Coordinator, to provide produce for planned menus.
- Working in partnership with colleagues around the dairy farm and the site to help to fulfil the overall aims of Bore Place.
- Liaising with the local bee keeper who oversees the bees on the site.
- Assisting with bottling of produce (honey, jam, chutneys) including purchase of jars and other elements.
- Giving tours around the Market Garden to visiting individuals or groups.

## Job Description Confidential

### Person specification

#### Essential criteria

- Sound knowledge and practical experience of growing organic fruit and vegetables.
- A horticultural qualification.
- Experience of growing in polytunnels.
- Interest in working with vulnerable young people.
- Able to set up and manage tasks that adapt to the needs of the young people.
- Able to work with vulnerable groups and access suitable support if needed.
- Able to increase the customer base and maintain existing customers who use our produce, in line with produce that is available.
- Willing to work flexible hours depending on seasonal requirements, including weekends.
- Able to maintain a healthy and safe working environment, including first aid, safe use of tools and machinery on the site, adhering to the Bore Place Health and Safety, Equal Opportunities and Safeguarding policy requirements.
- Clean driving licence necessary.

#### Desirable criteria

- Experience of working in mental health and/or care farm setting.
- Experience of working with volunteers.
- Experience of training and instructing.

*Please note the successful post holder will be subject to an enhanced DBS check.*

### Other information

There is the option to rent a cottage onsite with this post.