

The Green Backyard is recruiting a Grower!

We are seeking a team member who:

- Is a skilled grower and enjoys gardening with others
- Shares a passion for community development and sustainable food systems
- Is a good communicator and enjoys working with a wide range of people

We are looking for somebody who can work flexibly as part of a small team, helping our charity grow and develop. The role will be varied, requiring strong initiative and great communication skills.

We're looking for somebody we can work with to match our needs with their skills. The tasks and responsibilities that currently need filling – and the skills and qualities we are seeking – are set out below. You need to be keen to progress to full participation in the running of The Green Backyard, including contribution to its strategic development.

At this time we are particularly looking for **somebody with strong food growing experience and practical gardening skills**. You will work closely with existing team members, the board of trustees and other volunteers to shape the project as it grows, both in terms of on-site developments, strategic planning and participatory decision making.

Our priority is to create a sustainable enterprise with equity and environmental care at its core. If you want to join us on this journey, and you feel you are a good fit for the skills and qualities we've described below, then this could be the role for you.

The Detail

The role is for 28 hours per week, the starting salary is £20,020 pro rata, with statutory sick and holiday allowances. The role is subject to a 3 month probation period, and requires an enhanced DBS check.

The role will be based at The Green Backyard community garden with use of an off-site office space available, and will require flexible working hours including weekend and occasional evening work. Regular home working is not suitable for this role. The Green Backyard's current opening times are Wednesday, Thursday, Saturday and Sunday, 11am – 4pm and it is expected that the majority of the working hours for this role will be during these times.

A driving licence is desirable but not essential.

How to Apply

Please read the role description and person specification carefully and send a covering letter clearly stating how you feel you meet the person specification below and why you wish to apply for the role, along with a CV detailing your work and training history to info@thegreenbackyard.com

The deadline for applications is midday Friday July 5th. Interviews will take place on Wednesday July 10th, start date will be agreed on appointment, but will be ASAP after interviews. Please let us know on application if you have any special requirements to attend interview.

Team Member Job Description

The Green Backyard is a community growing project and charitable incorporated organisation (CIO). We have a publicly elected board of trustees and our staff team work together according to cooperative values.

The gardens at our 2.3 acre site have evolved over the years and comprise a number of different areas. We are looking for someone who can manage the space as a whole, improving both its productivity and aesthetic appeal, and work alongside volunteers to maintain the space and provide meaningful community engagement.

We're looking for somebody who can meet these requirements:

Role Specific Responsibilities: *Grower*

- Maintain and develop community gardens, comprising market garden area, fruit and vegetable beds, ornamental beds and wildlife areas.
- Coordinate and work alongside volunteers and other partners to support site operations
- Oversee and support the care of livestock (currently chickens and ducks)
- Produce saleable vegetables, salad leaves and cut flowers, and work with other team members to coordinate their sale
- Maintain site buildings and structures
- Work with colleagues to develop and deliver charity activities and events on site
- Facilitate monthly volunteer meetings
- Ensure the site is safe for all staff, volunteers and visitors, and complies with all relevant policy and procedure relating to site operations
- Maintain site records, risk assessments and reports
- Work with other staff members to develop new initiatives and projects

General Responsibilities: *For all staff team members*

- Participate in meetings and work-teams as required and support the process of participatory decision making.
- Share responsibility for peer appraisal and support, meeting facilitation and administration, and other shared organisational tasks.
- Work as a team to set, manage and report on budgets.
- Work together with other staff and volunteers according to cooperative values and permaculture ethics and principles.
- Work together to recruit, support and retain volunteers, including supervising and supporting vulnerable adults and children.
- Monitor and review the policies and procedures of the charity, including health and safety procedures.
- Share and support financial procedures, including banking, cash management, bookkeeping and invoicing.
- Prepare reports for the board, partners and funders as required.
- Publicly represent the charity when required at events and to the media.
- Any other reasonable duties that you may be asked to perform, including covering for colleagues

Person Specification

Essential

- Relevant experience managing land and/or working as a grower or market gardener
- Comfortable with practical, outdoor and occasionally physically heavy work
- A friendly, welcoming attitude and the ability to work with a wide range of people
- Excellent communication skills
- Experience of coordinating volunteers
- Ability to troubleshoot and deal with challenges in a creative, friendly and professional manner
- Ability to work under own supervision, to manage and prioritise own workload, but also to work as part of a team in a constructive and sensitive manner.
- Good level of computer literacy, including competency with spreadsheets and social media

Desirable

- Event management experience
- Experience of working with vulnerable adults
- Experience of delivering funded projects and meeting, and recording, relevant targets
- Experience of report writing
- Cookery skills
- A clean UK driving licence