



BATH CITY FARM

Job title: Growing Assistant

Hours of work: 15 hrs per week (Mondays and Fridays 9am to 5pm)

Contract type: 1-year fixed term contract with the possibility of extension

Pay Point: B12 £10,497 for 15 hours a week (Full Time Equivalent 26,243).

Responsible to: Line managed by the Growing Lead

Responsible for: No line management responsibilities

This role is subject to an enhanced DBS check.

About us:

Situated on a beautiful 37-acre site, Bath City Farm is a charitable organisation, providing education, training and therapeutic activities to disadvantaged people in the local community, as well as a free-to-access visitor attraction for families and children.

From the beginning our Vision has been to build a healthy community rooted in nature, food, farming and each other. As a welcoming urban farm, we use our unique setting and targeted projects to educate, improve wellbeing and transform lives. Our goals are to enable the development of skills and confidence, improve mental, physical and social wellbeing, and inspire environmental awareness. We aim to increase community engagement, offer a rewarding visitor experience, and educate people on farming, animal welfare and food production.

All staff are expected to carry out their roles in line with the Farm's core values:

- **Diversity is strength:** We work to remove barriers to encourage participation and promote fairness and equitable opportunities for all. We foster a culture of respect and dignity.
- **Power in community:** Each person has unique gifts and perspective to share. Nurturing and valuing these strengths collectively gives us power to make positive changes in our communities.
- **We are nature:** We are a part of nature and nature is us. We therefore aim to create conditions for biodiversity and natural ecosystems to thrive in all our activities and choices.

- **Open and participatory:** We aim to communicate openly and create meaningful opportunities for communities to contribute to the direction of the Farm.
- **Free or affordable:** The Farm site will always be free at the point of access for people to explore and enjoy. We endeavor to provide all our activities free or fairly priced.
- **Working with care:** We approach our work with care, create quality solutions, and minimise harm to people and the environment.

Overall purpose of job:

Using regenerative methods, grow high-quality fruit, vegetables and plants. Working as part of the growing team, the role will carry out a wide range of horticultural activities within the polytunnels, market garden, orchards and forest garden, helping to maximise the supply of fresh produce for the farm café, shop and external customers. The role will also support the supply and delivery of retail products produced by the Farm.

Main duties and responsibilities

- Carry out a range of growing and maintenance tasks, including soil preparation, weeding, planting, watering, pruning, insect monitoring, and harvesting.
- Propagate high-quality plants for sale and planting on the farm, moving plants through production stages and ensuring good economics of production.
- Harvest, process, package and replenish produce for sale, helping to maximise quality, yield and availability.
- Support the management of the Garden Shop, including plant care, labelling, stock control, ordering, and maintaining attractive displays.
- Oversee the production of preserves and other value-added products by utilising seasonal produce, communicating crop availability, record keeping and assisting with stock management, ordering ingredients where required and packaging and labelling.
- Manage composting areas and support circular growing practices across the Farm.
- Support the promotion of the Farm's growing activities, produce and plants to visitors, customers and volunteers, including by supporting farm events and workshops

Leadership and Management responsibilities

- This post does not have line management responsibility for other members of staff.
- In all interactions, represent the Farm charity and visitor destination in a professional manner.
- Act as a point of contact for jamming and gardening volunteers.

Communications and relationships responsibilities

- Support the promotion of Farm produce through all interactions and activities, this could include being featured on the Farm's public communication channels.
- Build positive relationships with visitors, colleagues, customers, volunteers and community groups.
- Support the smooth running of the Farm as a welcoming visitor destination and community asset.

Fundraising, income generation and social enterprise responsibilities

- Support the Growing Lead to maximise the production of crops and plants for sale, generating income to support the Farm's charitable objectives.
- Contribute to Farm Cafe, Garden Shop and external sales through successful retail initiatives.

Other key job elements or requirements to note

- Work in accordance with the Farm's safeguarding policies and procedures, including undertaking online and in person training as part of your role as required.
- Pro-actively work with volunteers and staff to contribute to the Farm's vision.
- Work within agreed policies, procedures and health and safety requirements, including risk assessment and hazard reporting.
- Support the Farm's climate aims through good stewardship of the Farm's resources.

Person specification:

Experience	
Essential	Desirable
• Demonstrable experience of working in a market garden or relevant food growing setting to support the commercial production and sale of crops. • Experience propagating plants in a commercial setting.	• Experience growing perennial crops / working with polyculture systems e.g. agroforestry. • Experience producing retail food products for sale to the public and wholesale customers. • Strong understanding and practical experience of creating and managing healthy compost systems. • Experience of horticulture in a community-based setting.

Competence, Knowledge and Skills	
• Good knowledge and skills in market gardening, regenerative horticulture practices, orchard management. • Able to carry out horticultural tasks efficiently and productively. • Good communication skills. • Good IT skills including use of Excel, ability to carry out online ordering and creation of produce labels for retail products (training will be provided for this).	• Knowledge of the Twerton and Whiteway communities surrounding the Farm. • Knowledge of city farms and how they operate. • Skilled in promoting growing activities via social media. • Able to facilitate public facing workshops, volunteer groups or corporate team days. • Other relevant practical land-based skills.
Personal Qualities	
• Ability to communicate diplomatically and build trust and respect with a wide range of people at all levels. • Creative, innovative and passionate about growing high-quality nutritious food and supporting local food growing initiatives. • The ability to maintain a professional attitude and boundaries working with volunteers, staff and Farm partners. • Self-motivated, able to work unsupervised, proactive, prioritise tasks effectively, punctual, and meet deadlines in a dynamic working environment. • Ability to work outside in a wide variety of weather conditions (heat, humidity, rain) performing tasks of a physical nature including manual handling etc • Able to maintain accuracy, quality, and attention to detail during routine and repetitive work. • Resilient and adaptable to a changing work environment. • Work well as part of a small team. • Commitment to the values and vision of the Farm.	