

Ruskin Mill Trust (the Trust)

Job Description

Position:	Biodynamic Landworker
Post Reference No:	RMT10127
Field of Practice:	Genius Loci and Biodynamics (Field 1 and Field 3)
Grade:	4:5
Responsible to:	Biodynamic Land Manager/Deputy Principal Biodynamics
Location:	Argent College, Brantwood Specialist School, Coleg Plas Dwbl, Freeman College, Glasshouse College, Ruskin Mill College, Clervaux

Job Purpose

To work with the Biodynamic Land Manager to manage the day-to-day running of the appropriate site with regards to managing the land, managing the care of animals, production of biodynamic produce for retail and wholesale trading activities. To work on a 1 to 1 basis with work experience students when required and to give guidance to appropriate work for students, staff and volunteers, using biodynamic agriculture principles and methodology and following all current Health and Safety regulations.

The post holder will be expected to embrace, articulate and work with the Trust's objectives, vision, values, purpose and method, ensuring that the Trust's paradigm of biodynamic agriculture, Anthroposophical medicine and practical skills education, which is informed by Steiner Education, is maintained, implemented and integrated within the provision of the College.

The post holder is to contribute to the whole life of the College and Trust, always remembering that our core purpose is to improve the education and lives of the young people at the College.

You will be required to carry out your duties at all College premises, some of which are located a distance from the main College sites and at such other places as the Trust may reasonably require.

The post holder will be expected to travel on occasional basis between the Trust's sites, and to and from other places as the Trust may reasonably require.

Evening and weekend working will be required.

Corporate Contribution

The post holder will be expected to contribute as required and uphold the aims, objectives and commitments of Ruskin Mill Trust.

Main Duties

1. To maintain and develop the biodynamic land under guidance of the Biodynamic Land Manager or Land Coordinator.
2. To assist the Biodynamic Land Manager to maintain the gardens and landscape of the sites to a high standard when required by carrying out infrastructural work.
3. To deputise for the Land Manager and ensure the effective management of tasks and workload of the Tutors and their students, volunteers, apprentices and trainees.
4. To carry out all work with a commitment to maintaining the aesthetic of the landscape.
5. To assist in production of biodynamic produce to be used in the college and sold to the general public.
6. To assist the Land Manager to build the number of external customers in line with the ability to meet supply and demand.
7. To carry out deliveries of produce to customers as required.
8. To provide daily work experience guidance to students including working on a 1 to 1 basis when required, whereby their work contributes to a commercial setting.
9. Under guidance of the Trust's Biodynamic Land Manager to be actively involved in working with and providing training for BD trainees as part of the Ruskin Mill Biodynamic Training.
10. To support the Biodynamic Land Manager to work within biodynamic principles and promote the biodynamic work carried out to any visitors to the site.
11. To support the Deputy Head to ensure that the Trust's health and safety framework is followed during all activities undertaken as part of the farm/land operation which, includes:
 - Regular monitoring and review of potential hazards and risk assessments;
 - First aid procedure and equipment;
 - Fire precaution and equipment;
 - Manual Handling assessments;
 - COSHH regulations and assessments.
12. To ensure that products are cared for to minimise waste of stock.
13. To take receipt of deliveries.
14. To ensure that premises and animals are secured at close of business.
15. To work as part of a team and communicate and collaborate with other staff on the site.

16. To work under the guidance of the Biodynamic Land Manager and contribute to the strategic planning of land development, production, product distribution, environmental issues and education carried out at the site.
17. To ensure that all equipment is well maintained, serviced and properly stored.
18. As required and with the appropriate training to provide care to animals on the site.

General

1. To share the Trust's commitment for promoting and safeguarding the welfare of students.
2. To be responsible for promoting and safeguarding the welfare of students, children and vulnerable adults that you come into contact with.
3. To carry out the above duties in accordance with the Trust's Health and Safety Policy.
4. To actively support and promote equality and diversity throughout the Trust.
5. To work co-operatively with other staff within the Trust.
6. To work with students as and when required.
7. To comply with all the policies and procedures of the Trust as contained in the booklet entitled "Ruskin Mill Trust - Student Protection Policies".
8. To maintain exemplary standards of professionalism, honesty and respect at all times, and not abuse the privilege of access to confidential information.
9. To be responsible for the care and development for your working area.
10. To attend meetings and supervision as required.
11. To undertake training and development as required by the Trust and the Hiram Academy. To be committed to professional self-development, through participation in-service training as necessary for the successful carrying out of the role.
12. To undertake work related to continued professional development as required by the post.
13. To deliver training or development opportunities as required.
14. To maintain a 'duty of candour' and to be open and honest at all times, ensuring that concerns are raised promptly through the appropriate management routes.
15. May, from time to time be required to work additional hours as shall be reasonably necessary to discharge properly your duties and responsibilities outlined in this job description.
16. To undertake any other duties appropriate to this level of post which will evolve as the job progresses until the job description is reviewed.

Staff Management and Supervision

The Biodynamic Landworker has no direct staff responsibility but will be expected to supervise tasks carried out by service users and trainees.

Liaison

To liaise with all staff employed by the Trust, professional bodies, external consultants, and any outside bodies as and when required.

Job Revision

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Where the post holder is disabled or becomes disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job. If, however, a certain task proves to be unachievable job redesign will be given full consideration.

Person Specification

Position: **Biodynamic Landworker**

The following are the criteria that will be used for Shortlisting

The qualifications, skills and experiences that we are looking for are:

Qualification, Skills and Experience	Essential/Desirable
Qualification in Biodynamic Agriculture	Highly desirable
Land based/Horticulture qualification at Level 3 or above	Desirable
A valid and clean driving licence	Essential
Experience of working in a horticultural or land based role	Essential
Experience of working in a similar, physically demanding and outdoor role	Desirable
Experience of working with vulnerable adults and children	Desirable
Excellent verbal communications skills with the ability to engage and communicate with a variety of people from different backgrounds	Essential
Proven ability to quickly familiarise with new land based machinery, implements and tools and prolong their life through correct usage and storage	Essential
Ability to demonstrate openness and an eagerness to complete projects instructed at short notice	Essential
Willingness to embrace, articulate and work with the Trusts objectives, vision and values	Essential
Commitment to promoting the safeguarding and welfare of all residents and service users	Essential
Willingness to work flexibly with the team, service users and other roles across the Trust to ensure that projects and tasks are completed to a high standard and within deadlines	Essential
Ability to manage and interact with others in a participative manner in relation to staff and students	Essential

