

Seol Trust

Position:	Local Land Manager (Biodynamics), Pishwanton
Field of Practice:	Genius Loci and Biodynamic Ecology (Field 1 and Field 3)
Post Reference No:	SEOL10003
Grade:	7:8
Responsible to:	Operations Director, Scotland
Location:	Pishwanton

If you are interested in this role, please apply at:

<https://www.rmt.org/jobs/>

Role Purpose

The purpose of this role is to support the Pishwanton Centre through biodynamic methods. To provide day work experience for special needs on the land, manage the day-to-day running of the land (this may also include care of animals) using biodynamic agriculture principles and methodology. To provide care and support to the Goethean Science area of research. This will require collaboration with the Goethean Science team (see plan for the area) - this is known as the 'Herb Garden/Sanctuary'.

To embed and disseminate an understanding of biodynamic practice and culture into all areas of Pishwanton and the community at large, including staff training workshops, Practical Skills in Therapeutic Education (PSTE) and leadership in this area. To work cross-Trust with the Trust's vision and method, Practical Skills Therapeutic Education.

Any produce from the land will be traded to the social enterprise centres/outlets.

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 Centre.

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

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

The post holder will be expected to travel on an 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

Practical Skills Therapeutic Education

1. To articulate and promote the vision, values, purpose and method of Ruskin Mill Trust during the recruitment process, communicating the desired expectations of staff as well as measurable impact that they have on the student journey as well as their own personal journey.
2. To work with the HEaRT team to grow and role model collaboration within a learning community which looks to share good practice and support staff in diverse roles across the provision.

Pishwanton Centre Management

1. To manage the day-to-day running of the Centre, the aesthetics of the site and to organise appropriate work for adults, volunteers and staff.
2. To work with the Founder of the Trust, Director, and Project Manager and take part in the strategic planning of land development, capital development projects, site aesthetics, production, product distribution, environmental/ecological issues and education carried out at the site.
3. To ensure the Goethean Science Research Centre is developed in conjunction with Goethean science methods.
4. To ensure that the Centre organism ecology is able to support other educational activities.
5. To be responsible for the health and welfare of any stock that may be required on the land
6. To give high regard for the production of vegetables and other food items, take an active part in linking the produce from the land for the residential services, kitchens and Centre shops.
7. To be responsible for the organisation of adequate cover for the centre for any periods of absence.
8. To be responsible for the contingency planning for the implications of weather and the impact it has on land, livestock and equipment.
9. To manage the land lease arrangement on behalf of Ruskin Mill with Ruskin Mill Land Trust in conjunction with the local management team at Pishwanton.
10. To be responsible for the maintenance and repair of buildings, machinery and equipment that are the responsibility of Ruskin Mill Trust, and for the procurement of seeds, resources and equipment for the Centre, biodynamic land and sites.
11. To be responsible for land management across the sites in accordance with current Demeter Standards.
12. To ensure that the Trust's health and safety framework is followed during all activities undertaken as part of the 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.
13. To communicate and negotiate with outside agencies, as appropriate and ensure that land activities comply with government regulations and that all record keeping is complete and up-to-date, which includes:
 - Animal movement and licenses;
 - Veterinary records;
 - Notifiable diseases;
 - Births and deaths (including ear tagging).
 14. To work with the senior management team to ensure that a seed to table ethos is fully implemented throughout the life of the Centre and integral to the adult journey. This may also involve the delivery of qualifications.
 15. To hold termly meetings with catering, land and horticultural teams to ensure that produce is used within the kitchens.

Learning and Qualifications

16. To provide line management responsibility for land staff and associated assistants, including managing their development, performance and provide appropriate supervision.
17. To tutor students as part of their educational programme when required.
18. To be actively involved in working with and providing training for BD trainees as part of the Trust's Biodynamic Training Programme.
19. To participate as a member of the land group and meet regularly to liaise with other staff, and, to contribute to the strategic planning review in respect of land development, production, product distribution, environmental issues etc. to build relationships with the Scottish Camphill and Garvald Centres.
20. To comply with the Trust's Manual Handling Policy and Practice.

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 Limited - 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 deliver training or development opportunities as required.
11. 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.
12. To attend meetings and supervision as required.
13. To undertake training and development as required by the Trust and the Hiram Education and Research Team. To be committed to professional self-development, through participation in-service training as necessary for the successful carrying out the role.
14. To undertake work related continued professional development (CPD) as required by the post.
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 Local Land Manager (Biodynamics), Seol Trust, Pishwanton has direct line management responsibility for land tutors and learning assistants

Liaison

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

Role Revision

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

Where the role 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: Local Land Manager (Biodynamics), Seol Trust

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 or working towards a recognised qualification in Biodynamics. (Training will be provided if post holder does not hold this qualification)	Desirable
Teaching Qualification L4 or above (or willingness to work towards)	Desirable
Experience of working in farm/land based role with responsibility for livestock.	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 and develop the provision in line with the Trust's 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
A valid and clean driving licence	Essential

Once appointed, the post-holder must complete the following trainings and qualifications within the timescales set

Training or Qualification	Name	Timescales for completion	Length of programme
Qualifications / Training	Introduction to Practical Skills Therapeutic Education	2 weeks	2 weeks but may be extended if required
	Biodynamic Training	2 years	2 years
	Management of Actual and Potential Aggression	At first available opportunity	1 day
	PREVENT training	Within 1 week of commencing role	Online - about 1 hour
	Safeguarding - Internal Policies and Procedures	Within 3 months of commencing role	2 hours
	Equality and Diversity	Within 3 months of commencing role	2 hours
	Craft activities	Over next 12 months	As agreed with line manager