

Ruskin Mill Trust (the Trust)

Job description

Position:	Land Manager and Grower, Fairhill
Field of Practice:	Field 1 and Field 3
Post Reference Number:	SEOL10007
Grade:	8:9:10 (dependent on experience)
Responsible to:	Day Provision Manager
Location:	Pishwanton Woods

Role Purpose

The purpose of this role is to support the ongoing development of the Fairhill Rise in consultation in with Day Service Manager, in particular the cycle of food, using Organic/Biodynamic principles and methodology.

To manage the planning, production and distribution of fruit and vegetables and herbs.

To provide day work activities for groups of adults with additional needs on the land, manage the day-to-day running of the kitchen garden, orchards and herb garden and woodlands depending on the season

To ensure produce from the land is used within the provision or traded to 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.

The post holder will be expected to travel on an occasional basis between the Trust's sites in order to connect and embed the biodynamic intention throughout the trust, 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 manage the day-to-day running of the land, the aesthetics of the site and to organise appropriate work for adults, volunteers and staff.
2. 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 and kitchen.

3. To ensure the natural aesthetics of the Trust sites are maintained to a high standard at all times.
4. To co-ordinate events, open days and volunteers days in-conjunction with appropriate staff.
5. To maintain and monitor the quality of produce, whether livestock or horticultural.
6. To ensure that any animals introduced to the site are fully cared for with regards to nutrition, environment and security including sourcing veterinary support and managing the regulations on movement of animals (there will only be a small amount of animals on site)
7. To work with the Day Service Manager to ensure that there's adequate cover at the site as necessary.
8. To be responsible for the procurement of resources and equipment
9. To be responsible for land management across the site in accordance with current organic/biodynamic Demeter Standards.
10. To work with consultants and external professionals engaged by the Seol Trust to implement plans for the on-going development of the land.
11. 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.
12. To work with the Day Service Manager to ensure that a seed to table ethos is fully implemented throughout the life of the Centre and integral to the adult journey. This is likely to involve practical use of the produce in the kitchen during the early stages of the development of the provision.
13. To develop and maintain good working relationships with neighbours of the sites and to be responsible for the liaison with third parties who may be affected by operations.
14. To act in a positive and supportive manner at all times, projecting a positive image of Ruskin Mill Trust.

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 clients
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 deliver training or development opportunities as required.

7. 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.
8. To comply with all the policies and procedures of the Trust.
9. To maintain exemplary standards of professionalism, honesty and respect at all times, and not abuse the privilege of access to confidential information.
10. To be responsible for the care and development for your working area.
11. To attend meetings and supervision as required.
12. 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.
13. To undertake work related continued professional development (CPD) as required by the post.
14. 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.
15. 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

To line manage volunteers and other designated staff.

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 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 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 role. If, however, a certain task proves to be unachievable role redesign will be given full consideration.

Person Specification / Training and Development Requirements

Position: Land Manager and Grower

The following are the criteria that will be used for Shortlisting

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

- Trained organic/biodynamic horticulturalist is desired although training will be required for appropriately experienced applicants
- Experience of working in a similar physically demanding and outdoor role
Experience of land management and growing crops for sale.
- Experience of working in a similar physically demanding and outdoor role
- Proven ability to quickly familiarise with new land based machinery, implements and tools and prolong their life through correct usage and storage
- Experience of leading and managing change to deliver improved performance.
- Experience of successful performance management.
- Experience of having led, or significantly contributed to the success of a department or organisation through its leadership, ethos and results.
- Adaptable and shows initiative
- High level of personal resilience
- High level of emotional and social intelligence

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

Name	Timescales for completion	Length of programme
Introduction to PSTE	2 weeks	2 years
Craft training	At a date to be agreed with the Day Service Manager	8 days over a period of 1 year
Pedagogical Potential of Craft	At a date to be agreed with the Day Service Manager	
Biodynamic Training	At a date to be agreed with the Day Service Manager	
Adult protection induction	First day	
Adult Protection - Internal Policies and Procedures	Within 2 months of commencing role	3 hours
Equality and Diversity	Within 2 months of commencing role	2 hours
Safer Recruitment in Education	Within 3 months of commencing role	On-line training
MAPA Training (De-escalation and Restraint Training)	At the first training opportunity	2 days
Adults with Incapacity	Within one month	On-line training