



<b>Job Title:</b>	Growing Trainee
<b>Start Date:</b>	March 2021
<b>Hours:</b>	4 days, 30 hours per week
<b>Salary:</b>	£10.85 / hour ( <a href="#">London Living Wage</a> )
<b>Contract length:</b>	20 months (until Nov 2022)
<b>Probationary period:</b>	3 months
<b>Location:</b>	<a href="#">Sutton Community Farm, South London, SM6 0SH</a>

## JOB PROFILE

### Purpose of the position

The purpose of the position is to develop skilled production managers in agroecological horticulture, and is ideally suited to someone who is considering managing a growing space in future. The Growing trainee will learn practical growing skills as well as developing cropping plans, collecting and processing data, managing staff and volunteers. The Growing trainee will work closely with the Head of Production and growing team at the farm, developing skills and experience in local food production. The Growing trainee will play a key role in maximising the productivity of the farm and helping secure its long term success, as well as helping people in the community have a positive, meaningful and enjoyable experience. This includes volunteers, groups of children and other visitors to the farm.

We are seeking a hard-working individual who is passionate, enthusiastic and able to work with a broad range of people.

### Scope of job

- 4 days focused on growing.
- Conducting growing activities effectively including propagation, transplanting, weeding, watering, harvesting and other related duties.
- Report to and work collaboratively with the Head of Production and the second year trainee.
- Assisting the second year trainee with implementing the production plan in the first year, progressing to creating the next season's plan over the winter to follow in the second year.
- Team work including good communication with the whole team (particularly with the Head of Production and Growers), including liaising with veg box staff and participating in team meetings.
- Supporting and working with volunteers at the farm; helping to facilitate a range of volunteer groups.
- We strongly recommend that the successful applicant studies alongside the apprenticeship, through farm trips and conferences, and/or an accredited course such as the [City & Guilds Level 2 Horticulture](#)
- Some weekend work will be required over the summer months.
- Please note on-site accommodation is not available

## Skills and Experience

The person should have:

- Some food growing experience, does not need to be paid work.
- Interest in and some understanding of agroecological farming.
- Ability to work in a busy environment which involves: Working with time pressure while supervising other people. Dealing with and prioritizing complicated work loads.
- Desire to work in a small team towards the goals of the farm
- Some experience of working with volunteers or managing people is desirable

## Sutton Community Farm - About us

We are a community-owned social enterprise that started in response to a local need, with the purpose to increase access to fresh, healthy, sustainable food and provide a shared space for people to cultivate skills, get exercise and make friends. We host around 40 volunteers each week. Please see our website: [www.suttoncommunityfarm.org.uk](http://www.suttoncommunityfarm.org.uk) for more information.

Our farm sits on a 7.1 acre smallholding with views towards the skyline of Central London. We aim to make our Farm accessible to as wide a range of the public as possible and are committed to ensuring that everyone is treated fairly. You can find out more by reading our [Equal Opportunities Policy](#).

We are a highly motivated team, passionate to help create positive relationships between people and food. We farm with organic principles and strive to be a sustainable business. We are driven by values of respect, transparency, quality and integrity.

As an organisation, we also believe in fair pay. All staff are paid the London Living Wage or above and we maintain a low pay ratio.

## Position in organisation

Sutton Community Farm is a small enterprise with ten employees. The Growing Apprentice will work closely with the growing team and report to the Head of Production.

## Benefits

- Staff discount on VegBoxes.
- 3% Employer contribution to Pension
- Cycle to work scheme.
- Support to attend relevant training/conferences e.g Oxford Real Farming Conference.
- Some flexibility on working days (in agreement with rest of team)
- 25 days paid holiday + bank holidays (some working on bank holidays may be required)

## How to apply

To apply please email [joris@suttoncommunityfarm.org.uk](mailto:joris@suttoncommunityfarm.org.uk) with your CV and answer the questions on this [form](#). See form questions below.

Candidates invited to attend interviews will be asked to provide references.

**Deadline for applications:** 24th Jan (midnight)  
**Start date:** March 2021  
**Date of interviews:** Week commencing 1st feb (to be confirmed)

The interview will consist of a walk around the farm, and some informal questions with the growing team.

Google form Questions so you can prepare your answers before faffing about in the form.

1. Name
2. Email address you would like to be contacted on
3. Tell us about your journey to wanting to work in sustainable food, including your experiences of food growing so far?
4. What do you hope to learn/gain from this traineeship?
5. Imagine you have your own farm in the future. What would it look like?
6. What are the three most important attributes or skills that you believe you would bring to our farm?
7. What can you tell us about your experience managing people, or volunteers?
8. Why would you like to work at Sutton Community Farm? What prompted you to apply for this job?
9. Where did you hear about the apprenticeship? (not assessed, for us to understand which job adverts were most useful)