



Job Description

Job Title:	Farmer
Location:	Old Plaw Hatch Farm
Reporting to:	Farm Team and Board of Directors
Department:	Farm
Hours:	Full Time (48 hours per week)
Salary:	£20,592 per annum (annually reviewed 1st April)

Accommodation is provided with this post.

The farm department is the heart of Plaw Hatch. Although our farmers are involved in all farm work, the primary responsibility of the postholder will be the field work, nurturing both land and machinery in growing feed for the animals. The post-holder will not manage any permanent staff, but as part of the farm team will be responsible for the volunteers and apprentices that they work with. The role may also involve managing staff taken on for specific projects or for busy periods.

Each member of the farming team carries responsibility for an area of the farm but work collaboratively within a flat management structure in a very interdependent system. Therefore, communication and flexibility are central to the role. The post-holder will in time attend meetings as part of the management team.

Key Responsibilities

1. Field Work

1. Cultivating soil
2. Sowing, mowing, baling, wrapping, harvesting, storing and delivering silage, hay, oats and barley (and possibly other crops in time).
3. Working with the farm team to plan field rotations, seed mixes etc.
4. Liaising with colleagues about feed and bedding requirements and quality.
5. Co-ordinating with colleagues about machinery needs.
6. Preparing and spraying biodynamic preparations.
7. Conducting all farm work in accordance with Demeter standards and OELS requirements

2. Maintenance

1. Responsible for the care of the workshop area, keeping it stocked and tidy.
2. Maintaining machinery and tools.
3. Keeping others informed of any maintenance issues.

3. Other Farm Work

1. Feeding and checking animals
2. Moving animals
3. Assisting with other husbandry tasks. This might include milking, medicating, cleaning chicken houses, bedding, maintaining water troughs, setting up electric fences etc.
4. Fencing and estate management

4. Admin, Financial & Managerial

1. Purchasing tools and equipment responsibly
2. Creating and working to the budget in collaboration with the farm team and Business Manager
3. Recordkeeping
4. Researching new equipment, ideas and practices
5. Attend regular team meetings
6. Support and train volunteers, apprentices and employees, providing a good example at all times.
7. Occasional educational work with children and adults (e.g. giving farm tours, demonstrating/engaging in farming activities)
8. Identify areas for improvement and implement them.
9. Act as part of a team, and cover when needed.
10. Work collaboratively with the farm team and the management team to create and work towards a shared strategy.
11. Attending Demeter inspections

5. Personal & Professional Development

1. Attend supervision and appraisal sessions as required, as well as team meetings.
2. Show a commitment to continuous development in all areas, through establishing personal goals and objectives and implementing accordingly to help improve job performance. Attend any appropriate training identified through appraisal and supervision.
3. Apply consistently the principles of Equal Opportunities as embodied within Old Plaw Hatch Farm's policies and procedures.

6. Health & Safety

1. Promote & maintain awareness and compliance of health and safety in accordance with best practice, company policies and procedures and legal requirements.
2. Undertake work activities consistent with:
 1. Legislation
 2. Organisational procedures
 3. Risk assessment and management

7. Ad hoc

3. To undertake any other tasks commensurate with the grading of the post, as required, ensuring all duties undertaken are done so in accordance with Old Plaw Hatch Farm's policies and procedures.
4. Representing the farm to the public and stakeholders and developing relationships.
5. Taking an active role as a member of the farm team and building strong relationships with the members of other departments.

Key Skills/Qualities

1. Leadership

1. The Farmer will contribute to strategic planning with the farm team and the management team with a proactive approach that motivates and engages people to strive to improve and embody the values.
2. The post-holder will aim to achieve results through leading by example.

2. Sharing Our Values

3. The post requires a sound understanding of – and an interest in – the practicalities of producing and selling food and a love for nature which is at the core of Old Plaw Hatch Farm. Sharing our values and striving to embody them is essential.

4. The person who fulfils this role will be ethically driven and able to look at strategy in financial and other terms, and use measures of success that include the sustainability of the farm through the well-being of the land, animals and people as well as financial viability.

3. Communication

5. Each farmer is part of the farm team and therefore attends meetings, shares information and contributes to decision-making. In the flat structure we operate, it is essential to communicate proactively and work in a collaborative way that focuses on gaining agreement and cooperation with others. Equally, the postholder will gain an understanding of all areas of the farm and their interconnectivity and strive to work supportively with them.
6. Old Plaw Hatch Farm operates within a community that lives/works on the farm and a wider community engaged with the farm. This requires working with honesty, integrity, humility and an appreciation for the needs and views of diverse groups of individuals.
7. Those who work on the farm are visible in the context of the wider community, requiring a friendly demeanour and building good relationships with stakeholders.

4. Farming

- The post-holder will have proven experience of practical mixed farming, particularly:
 - a) Arable work
 - b) Forage production
 - c) Maintenance of machinery
 - d) Estate management
 - e) Animal husbandry
- The post-holder must be willing to participate in a diverse range of farm tasks, assist colleagues and undertake extra responsibilities outside of arable farming to contribute to the overall running of the farm.

5. Administrative Skills

- The role will involve some admin and will require the ability to keep accurate records, communicate by email and using computers to fulfil farm-related admin tasks.

6. Uphold Legality

- The farmer will have a commitment to meeting the appropriate regulatory requirements regarding the activities of running the farm, including adhering to health & safety, food safety and human resources requirements.

Factor	Essential	Desirable
<u>Qualifications</u> <ul style="list-style-type: none"> • GCSE Maths or equivalent • GCSE English or equivalent • Agricultural Qualification • Car and Tractor Driving Licence • Telehandler Licence • Biodynamic Training 	Y	Y Y Y Y Y
<u>Experience</u> <ul style="list-style-type: none"> • Tractor and machinery operation • Maintenance of equipment • Animal Husbandry • Mixed organic farming 	Y Y	Y Y
<u>Knowledge</u> <ul style="list-style-type: none"> • Knowledge of techniques to maintain soil health and fertility • Knowledge of the interactions between soil, crops and animals • Knowledge of the importance of feed in producing milk, eggs and meat • Knowledge of importance of producing high quality work and performance in a farming environment 	Y Y Y Y Y	
<u>Skills & Abilities</u> <ul style="list-style-type: none"> • Numeracy skills • Computer skills • Literacy skills • Communication skills, both written and verbal • Time management, planning and organising • Problem assessment and problem solving • Flexibility and adaptability to deal with matters as they arise • Teamwork with ability to work on own using initiative 	Y Y Y Y Y Y Y Y	
<u>Personal Qualities</u> <ul style="list-style-type: none"> • Approachable • Organised • Motivated • Team player 	Y Y Y Y	

I have read, understood and accept my job description as detailed:

Signed: _____

Name: _____

Date: _____