

Job Title: Lead Grower - Camel Community Supported Agriculture

Location: Wadebridge

Hours: May - Sep 2024 32 hours/week, Oct 24 - Feb 25 14 hours/week, Mar - Oct 25 32 hours/week

Work days: TBC

Status: Self-Employed

Pay Rate: after 1 month rising to £28,412.80/annum pro rata as per above hours

Closing date for applications: Friday 18th May 2024

Interviews week commencing: Monday 27th May 2024

Start date of post: w/c 3rd June 2024

Camel Community Supported Agriculture (CSA) is based on Treraven Farm in Wadebridge, part of the Gaia Trust. We are seeking applicants for the post of Lead Grower to lead vegetable production and manage the growing team.

Camel CSA grows mixed vegetables for its members, using organic standards (although not certified), and has 2 acres of growing land including 4 polytunnels for protected cropping and a fruit orchard. The growing area is situated on slopes above the tidal River Camel and is part of land owned and managed by the [Gaia Trust](#).

We supply our members with a share of veg 12 months of the year, buying in sparingly from local producers on demand to cover shortfalls.

We are looking for an experienced commercial, organic grower with an understanding of and commitment to CSA values and the ability to lead a team of growers, whilst providing support to our volunteers. The role will be responsible for the planning and production of vegetables, as well as developing robust working relationships with the Picking and Packing Coordinator and Volunteer Coordinator. The Lead Grower reports to the Camel CSA Core Management Group (CMG) as part of the regular monthly board meetings as well as being line managed by a CMG member.

In addition to the lead grower, the growing team consists of 2 seasonal growers, field volunteers and a team of picking and packing volunteers. The Lead Grower will actively be involved in preparing the jobs to be carried out by the growing team and volunteers, supported by the Volunteer Coordinator.

As a CSA, we are always seeking to integrate more people into the benefits of our work and want to create greater access to land and healthy food in Wadebridge and surrounding areas.

Job description

Title: Lead Grower

Purpose of post: To lead and manage the production and distribution of mixed vegetables grown using organic, agroecological and no-dig principles to supply Camel CSA's weekly veg share membership.

Reporting to: Camel CSA Core Management Group

Tasks and Responsibilities:

- Devise a crop plan for year-round produce grown both outdoors and in polytunnels to organic, agroecological and no-dig principles
- Lead and implement propagation, planting, care, pest and disease management, harvest and storage of produce
- Support volunteers on site, with the support of the Volunteer Coordinator allocate tasks appropriately
- Plan, prioritise and adapt monthly / weekly / daily task lists for growers and volunteers as necessary
- Adhere to Camel CSA's core policies, principles and procedures
- Liaise with the core management group regarding requirements and progress, while advising and taking direction where appropriate.
- Work within an agreed budget set by the core management group and agree to any significant costs in advance.
- Produce a monthly grower report and attend core group meetings (typically monthly) when appropriate
- Undertake seed orders, regular stock takes and purchase of sundries
- Advise on implementation of health and safety guidelines
- Monitor and communicate site maintenance and groundskeeping needs
- Liaise with Picking and Packing Coordinator to plan weekly veg box contents
- Communicate effectively and appropriately with core management group, colleagues, CSA members, volunteers and external parties in line with Camel CSA code of conduct
- Lead monthly weekend volunteer sessions

Conditions

The hours of this post will be established in agreement with the Camel CSA Core Management Group and can include weekend work

- This is a part-time self-employed post for 32 hrs/week (May - Oct 2024), 16 hrs/week (Feb, Nov-Dec) & 32 hrs/week (Mar-Oct 25)
- This post is subject to completion of 1 month trial
- Salary: £13.00/hour rising to £13.66/hour after trial

Person specification

Essential requirements:

- Commercial growing experience
- Understanding of organic and agroecological farming principles and practices
- Experience working with volunteers - compassionate and professional communication skills
- Ability to lead tasks with a mixed team and ability
- Very good organisational skills, including good time management and ability to prioritise competing tasks
- Ability to work on own initiative and collaboratively as part of team
- Use of spreadsheets for planning and recording data

Desirable:

- Experience growing in the 'no dig' style
- Experience of leading training and workshops
- Experience of working cooperatively or in a CSA structure
- Commitment to CSA principles and working within a CSA cooperative structure
- Motivation and enthusiasm for working collectively with a team of growers and volunteers
- Commitment to creating a more diverse, inclusive and accessible food system
- Knowledge of safe working practices such as manual handling, safeguarding, first aid

Our commitments as a CSA

Camel CSA recognises the lack of diversity in the UK agricultural and environmental sectors. We have always aspired to be a participatory organisation, supporting the voices of our members and community. However, we recognise the learning and work we need to do to become a more inclusive CSA. We are committed to working to disrupt some of the structural barriers to food justice and strive to make the food we produce and land we farm accessible to all. We welcome all applications for our job roles and actively encourage minority groups to apply.

Please apply in writing including a cover letter and CV to:
secretary@camel-csa.org.uk

More about Camel CSA: <https://camel-csa.org.uk/>

Facebook: <https://www.facebook.com/CamelCSA>

Instagram: <https://www.instagram.com/loveyourveg/?hl=en>