



## **Canalside Community Food**

a community supported agriculture scheme

### **Grower Job Description**

#### **About the Farm:**

At Canalside Community Food (CCF) we grow vegetables and fruit for our 170 members, providing a share 52 weeks of the year with entirely our own produce. We are a Community Supported Agriculture (CSA) scheme, creating a close, mutually supportive relationship between the farm and the people it feeds. Most members pick up their share from the farm on specified collection days. Over the last 13 years, the generations of growers have developed an intricate sowing and cropping schedule, based on a 7-year rotation, with the aim of ensuring that the quantity of vegetables given each week is balanced throughout the year as much as possible.

We grow on approximately seven acres for field vegetables, a two acre orchard for top and soft fruit, and additionally seven polytunnels (totalling around a quarter of an acre). CCF is certified organic by the Soil Association. Our growing work is primarily done manually. For the bed-preparation of the field-scale production we use a Massey Ferguson 230 tractor operating a 1.2 metre, 3 and 4-row bed system. Our tunnels use a permanent bed system and are mulched with a combination of municipal waste and our own compost. The orchard is now ten years old and is home to a wide range of top and soft fruit.

We have ten to twelve regular volunteers who contribute three hours work a week, usually on Wednesday and Saturday mornings. Apart from the bi-weekly volunteer mornings, we also run socials where all members are invited to help for a morning in a group activity, as well as various other events and workshops for members.

CCF is led by a team of growers, supported by administrative staff and overseen by a steering committee (consisting of community members and staff). We are in the process to establish a collaborative work culture, which champions shared responsibility and trust. This is aimed at developing a sustainable work-environment in which we look to share skills and enable an improved work/life balance. It requires a concerted effort and commitment to shared principles. This process is initially lead by more experienced growers, to ensure that we reliably provide the goals and principles underlying our community.

#### **The Grower will:**

- Work with the Growing Team to provide the weekly shares all year 'round for the community members;
- Work with the Growing Team (under guidance of experienced growers) to attend to all aspects of care for the land and the production of crops, including soil preparation, sowing, planting, weeding, harvesting, pest and disease management, compost production and mechanisation;
- Carry out other work such as infrastructural work and general maintenance as part of the Growing Team;

- Work with the Growing Team to develop specific areas of responsibility. Depending on experience this is going to be an evolving aspect;
- Work regular days during the week, and be flexible in occasionally helping to cover routine duties (for example irrigation, closing up collection space, holiday cover, etc.) on evenings, weekends and at events/socials.
- Help to oversee casual workers who may be drafted in at busy times;
- Arrange the activities for the bi-weekly work mornings with the Growing Team, and manage volunteers appropriately;
- Uphold the principles and aims of CCF.

Experience and Skills

Essential	Desirable
<ul style="list-style-type: none"> <li>• Highly committed team-player</li> <li>• Well organised, good time-management and attentive to detail</li> <li>• Experience of working on a farm, smallholding or plant nursery</li> <li>• Able to do repetitive physical work outdoors in ALL weather conditions</li> <li>• Passionate for growing or being part of a community farm</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of organic growing, polytunnel growing and fruit production</li> <li>• Experience with farm machinery</li> <li>• Experience working alongside and managing volunteers</li> </ul>

A confident, friendly and welcoming manner when dealing with people is very important at Canalside, as the farm team frequently interacts with the members on collection days, socials and work mornings.

We are seeking a suitable candidate to start in March 2022, working 15 hours a week all year round on set days. This is the equivalent of 7½ hours per day for 2 days a week. The pay rate is currently set at £12 per hour to give an annual salary of £9,360 per year (£780 per month). The post-holder will be employed and is entitled to statutory holiday pay, as well as any other applicable statutory entitlements, and will be auto-enrolled in the company pension scheme (NEST) if eligible.

Please email your CV and cover letter or any questions to [mail@canalsidecommunityfood.org.uk](mailto:mail@canalsidecommunityfood.org.uk) or post to Canalside Community Food, Leasowe Farm, Southam Road, Radford Semele, CV31 1TY; the application deadline is noon on Friday 21 January 2022. Selection will be based on an interview, to take place in the weeks following the application deadline.