



# Jamie's Farm Recruitment pack

**Job title**

Farm Manager

**Salary**

Pay band: Manager M2,  
Range £27,600 - £32,301

**Location**

Box, nr Bath, SN13 8QA

**Reports to**

Head of Farm, with matrix management on  
farming matters  
Co-CEO (Bath)

**Application deadline**

Monday 3rd June, 9am

**Direct reports**

None

**Interview dates**

TBC

**Start date**

ASAP

Our preference is that the successful candidate live on-site. We are open to applications for those who wish to live off-site.



**We're a charity  
equipping  
young people  
to thrive**

“

A single opportunity,

belief and support...

that's all it took

to change

my life



## About Jamie's Farm

### Our vision

**Vulnerable children nationwide will be better equipped to thrive during their secondary school years and beyond.**

**5 children**

in a classroom of

**30**

are likely to have a mental health problem ▼

**Only 43%**

of disadvantaged pupils reach the 'expected standard' in reading, writing and maths\*

**1.6 million**

pupils were persistently absent during the 2021/22 academic year ■

### Our mission

**We exist to transform the lives of young people who aren't thriving at school or home, through our unique residential programme built around our core elements of Farming, Family, Therapy and Legacy.**

We also aim to influence the education system by enabling systemic change through spreading our approach. We do this by training teachers and other professionals in multiple sectors to engage more effectively with young people in their care, as well as informing and supporting parents and society at large to enable all young people to thrive.

# Charity overview

At Jamie's Farm we believe in the innate potential and good in every young person, no matter their background or life experiences. Our programme offers a preventative solution to empower young people to change course. Small groups of young people are immersed into farm life during a 5-day residential, or series of day visits, tackling real jobs with tangible outcomes, within a supportive family environment; this encourages cooperation, boosts self-esteem and builds positive relationships. A visit to Jamie's Farm does not end when young people leave; our legacy strand ensures we work in partnership with all our schools to ensure impact lasts.

Since our inception in 2009 we have experienced significant growth, expanding from one Farm to five and supporting more than 13,000 young people across England and Wales. We have an ambitious strategic plan over the coming years, including opening two more residential Farms in the next two years, improving the practice of education professionals and becoming a leading voice in advocating for the needs of young people which are ever-growing in the face of today's societal challenges.



## Discover more on our socials

-  [jamies\\_farm](#)
-  [Jamie's Farm](#)
-  [JamiesFarm](#)
-  [cultivatingchangeuk](#)

# Our values

Our values guide everything we do at Jamie's Farm. We seek to ensure that even as the charity grows, we are able to maintain the unique culture that we have established across our farms – a culture that is based on an optimistic can-do spirit, and which supports and challenges us to be the best of ourselves.



## Farm overview

### Jamie's Farm Bath

Hill House Farm, found just outside of Bath, was the first permanent home of Jamie's Farm and houses the hub of our operations. Close to the home of founders Jamie and Tish Feilden, where pilot groups were initially run, we are lucky enough to enjoy fantastic relations with local farmers, organisations and other individuals.

On site, we have built up a wonderful range of livestock. All of them are nurtured by visiting young people, including our prize-winning Aberdeen Angus cows and our gorgeous Suffolk ewes lambing in January and March. Visiting schools can be caught chopping wood to feed our biomass boiler, from which all our energy comes, or picking delicious organic vegetables in our garden. In summer we make the most of our timber-framed outdoor kitchen, and children get the chance to swim in the Bye Brook river to cool off after a country walk.



**Head of Farm**  
**Jess Callen**



Meet the Bath team



**Where this role is:**  
Jamie's Farm Bath  
Hill House Farm  
Ditteridge  
Box  
SN13 8QA

## Our community

At the heart of our charity lies a vibrant community spirit, embodied by our dedicated team. We take immense pride in fostering a strong sense of camaraderie that transcends the seven locations we operate in England and Wales. Despite geographical spread, we remain steadfast in our commitment to unity, coming together as one cohesive team throughout the year. The celebrations at our staff parties and annual away days to the Brecon Beacons stand out as cherished highlights on our calendar, illustrating the bonds that make our charity a thriving community.



## Training and development

We aspire to be a catalyst for personal and professional growth. Central to this is our commitment to the continuous training and development of all our team members. We proactively evaluate and refine our initiatives; Our annual performance reviews play a pivotal role in identifying areas where team members may seek development opportunities. We actively encourage our staff to take ownership of their roles, enabling a culture of creativity that empowers both individual progression and collective advancement.



## Pay and progression

Jamie's Farm maintains a transparent pay banding structure that ensures payment is aligned with the responsibilities outlined in each role. Progression within these bands is determined by factors such as tenure, assumption of additional responsibilities, outstanding performance, and the attainment of additional qualifications. Furthermore, our salary band structures undergo an annual review through market benchmarking and inflation, allowing us to stay responsive to industry standards and adjust as needed.

## DEI

At Jamie's Farm, our commitment is for everyone to thrive, irrespective of their background. The cornerstone of this commitment is our dedicated work on Diversity, Equity and Inclusion (DEI). In line with this commitment, we have recently established a DEI committee and forged a partnership with a DEI consultant. Together, we are diligently working to fortify our practices in this area, ensuring Jamie's Farm is not only a welcoming space but an inclusive environment where everyone can contribute, work and find enjoyment without barriers.

## Sustainability

Jamie's Farm understands the interconnectedness of climate change and environmental crises. With this awareness, we acknowledge our responsibility to diminish our carbon and environmental footprints, positioning ourselves as a conscientious and responsible charity. Following a comprehensive carbon audit, we are actively implementing measures to mitigate the impact of our operations. In the coming years, we are committed to the installation of energy-saving technologies across our farms, exemplifying our dedication to sustainability.

We are passionate about embracing regenerative farming methods and employing a diverse range of sustainable agriculture techniques. These practices not only contribute to reducing our ecological impact but also create environments where wildlife can flourish. Through these initiatives, we strive to be an example for positive environmental change within our community and beyond.



# About the role

The Farm Manager will work predominantly on farming and livestock management at Jamie's Farm Hereford. This role will involve working closely with members of the Delivery team who also work on-site.

## this role



### Farming

Farming is at the heart of all we do. The purposeful nature of our farming activities in the beauty of these rural environments is the catalyst for the transformation we see in the young people that visit. We pride ourselves on the stewardship of our land, in the careful nurturing of our animals, in seeing the sense of purpose and satisfaction our visitors get from hard work, and in ensuring our farming enterprises our good business. Our Farm Managers drive this crucial strand of our work forward.



### Delivery

Our Delivery teams are made up of people with a wealth of experience from a variety of backgrounds. We have ex-teachers, carpenters, farmers, therapists and social workers...the list goes on! Every week they welcome our visiting young people, working alongside them, modelling relationships and supporting them in the daily tasks whilst enabling them to see themselves differently. Labels and preconceptions are left at the farm gates. The farm is a fresh start and our delivery teams are paramount in making the experience a transformative one.



### Operations

Our programme wouldn't be possible without a hive of hidden activity. Our Operations team look after our fundraising, communications, IT, finance, Impact measurement, house lets and business development. They ensure the smooth running of the charity, securing our future financially and spreading our message. Although not directly working with young people, there are opportunities to support out on delivery when we have larger groups staying. All staff are encouraged to spend a week immersed in the programme at the start of their employment too.



### Housekeeping

Our farmhouses and indoor spaces are purposely homely, cosy and inviting. We stray away from the institutional décor and set-up of schools and other residential trips. We have bedrooms instead of dormitories, large tables to sit together for all meals, comfy sofas and toasty fires. Ensuring our spaces are looked after and a welcoming space is made possible by our dedicated team of housekeepers. Not only is this critical for the day-to-day running of our programme, but this team is also essential for our house lets business – securing significant funds to support the charity.

## Main responsibilities

**Responsibilities include, but are not limited to:**

**Participation in up to 4 visits a month, including:**

- Providing the crucial link to the farm which allows the young people to support and participate in 'real' jobs.
- Planning and delivering farm-based activities with children including daily feeding rounds and major farming responsibilities
- Contributing to farm life including daily walks, mealtimes and potentially running evening activities

**Responsible for all major farming activities alongside other members of our farming team, including:**

- Assisting with the management of 350 Breeding ewes and 40 pedigree Angus cows plus followers
- Ensuring all paperwork and compliance is up to date
- Ensuring the high levels of animal welfare, we expect on our exemplar farm
- Continuing to develop our regenerative farming practices
- Managing hay, straw and silage making, and soil management
- Focusing on the financial performance of the farm and ensuring good cost control and marketing of livestock

**Other major responsibilities include:**

- Taking on the responsibility for the 'On-site Farmer' role – i.e.:
- being on call for all animal emergencies, especially around lambing, calving and higher levels of activity on the farm
- being a specified member of staff at least two weekends a month, responsible for looking after house lets and security on the farm
- Co-ordinating specific farm-based volunteers

## Experience and skills

- Strong work ethic and passion for farming and ability to share this with children
- Ability to develop strong relationships with vulnerable young people in a short amount of time
- A passionate stock person with experience of managing large numbers of beef cattle and sheep
- A passion and interest in breeding livestock
- Tractor driving experience
- Willingness to offer firm boundaries as well as a caring approach towards working with challenging behaviours
- Ability to exemplify Jamie's Farm core values of positivity, passion, generosity, collaboration and professionalism
- Sensitivity to racial, cultural and ideological diversity



## What we offer

- Competitive salary, dependent on experience.
- Up to £20,000 worth of further benefits, including:
- Accommodation onsite in beautiful farmhouse setting with large garden, including bills and council tax
- All meals during visits
- Use of company mobile phone
- 21 days annual leave plus Bank Holidays
- Generous Pension Contribution.
- Opportunity to be an integral part of a dynamic and supportive team culture

## To apply

At Jamie's Farm, we recognise the importance of diversity and representation in our workforce, and as such are eager to encourage applications from candidates who are currently underrepresented in our organisation.

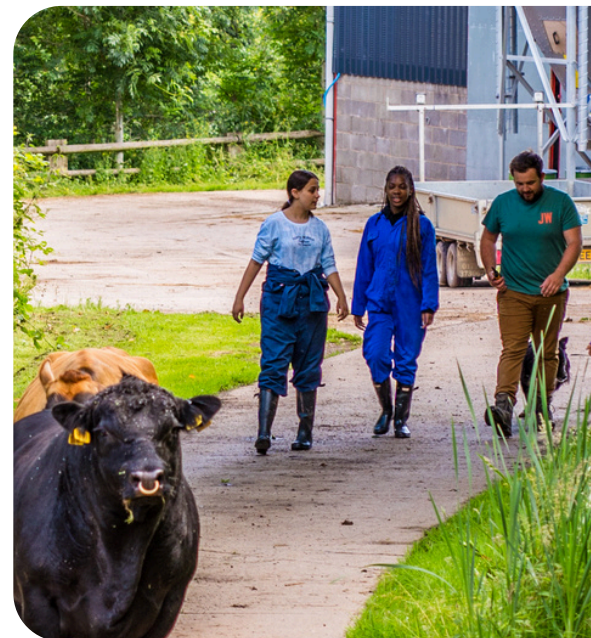
Please complete the Application and Equal Opportunities Form via our **website by 9am 3rd June 2024** and send to [recruitment@jamiesfarm.org.uk](mailto:recruitment@jamiesfarm.org.uk).

Instead of the supporting statement, if you would prefer to submit a video application, please send a link to this to [recruitment@jamiesfarm.org.uk](mailto:recruitment@jamiesfarm.org.uk)

## Timeline

- Closing date: **9am 3rd June**
- Shortlisting and notification of interview: **TBC**
- Interviews: **TBC**
- Start date: **ASAP**

Due to the nature of our work with young people, on acceptance of offer all Jamie's Farm employees are subject to an enhanced DBS check in accordance with our Safeguarding Policy. We will carry out an online search as part of our due diligence on all shortlisted candidates to identify any publicly available incidents and instances that we may wish to explore further at the interview. It is an offence to apply for this role if the applicant is barred from engaging in a regulated activity relevant to children.



**“I love the variety of working at Jamie's Farm. I work with animals, young people from all walks of life, visiting staff and my fantastic team, and all of them bring something uniquely rich to my working day.”**



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