



Jamie's Farm Recruitment pack

Job title

Therapeutic Coordinator (Maternity Cover)

Part Time

4 days a week

Location

Jamie's Farm Lewes, Allington Lane,
Lewes, East Sussex BN7 3QL

Reports to

Head of Farm

Application deadline

12pm, Friday, 11th October

Direct reports

None

Interview dates

Online: w/c 14 October
In-person: w/c 21 October

Start date

January 2025

Salary

Pay band: £27,300 - £31,500



**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 Lewes

Opened in 2019, Allington Farm is our fourth rural site. Located at the base of the South Downs National Park, the farm offers breathtaking, panoramic views of the surrounding landscape.

Spanning 210 acres of lush grassland and woodland, Allington Farm provides a rich, diverse environment for our animals and the young people who visit. The farm features a charming traditional Sussex farmhouse, known for its inviting and vibrant interior. Adjacent to the farmhouse is a tranquil pond that is home to ducks and frequented by a local heron.

Livestock includes our herd of Aberdeen Angus cattle, Jerseys, Lleyn and Suffolk ewes, Chickens, Ducks, Native bred Pigs and our Boar goats. We also enjoy the company of our two Ponies called Toffee and Eddie.

Our location in the heart of East Sussex allows us to work closely with partners from across London and the South East.

Allington Farm is not just a place to work; it's a picturesque and engaging environment where nature and agriculture come together to create an enriching experience for everyone involved.



Head of Farm

Sam Maynard



Meet the Lewes team



Where this role is:

Allington Farm
Allington Lane
Lewes
East Sussex
BN7 3QL



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 Therapeutic Coordinator is a key part of the delivery team at Jamie's Farm Lewes, working closely with every visiting group to develop meaningful, purposeful relationships with each young person on the farm and to support them to thrive, both on the farm and beyond.

this role



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.



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 are good for business. Our Farm Managers drive this crucial strand of our work forward.



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

Collaborate with another Therapeutic Coordinator to oversee the therapeutic aspects of up to four visits per month, including:

- **Personalised Therapeutic Support:** Conduct one-on-one therapeutic sessions with up to 12 young people from each visiting group during their one-week residential, adapting to their individual needs and circumstances.
- **Staff Communication:** Keep visiting staff informed about each young person's wellbeing and provide guidance on ongoing support after their visit.
- **Facilitate Groups:** Lead therapeutic group meetings and discussions, creating a supportive environment.
- **Report Writing:** Create personalised reports for each visiting young person, documenting their progress and experiences.
- **Team Meetings:** Participate in, and occasionally lead, Jamie's Farm group meetings.
- **Farm Contributions:** Engage in daily farm activities, including walks and meal preparation, and lead evening activity sessions and bedtimes up to twice a week.

Additional Responsibilities:

- **Post-Visit Follow-Up:** Prepare and generate reports and follow-up materials for schools.
- **School Engagement:** Occasionally conduct pre- and follow-up visits to partner schools across the country.
- **Event Participation:** Attend Jamie's Farm events, including occasional weekend work and Open Days.
- **Professional Development:** Stay updated with relevant research and publications related to therapeutic work with young people.
- **Farm Maintenance:** Assist with farm maintenance and animal care, especially with equine care if experienced.

Please Note: Jamie's Farm staff work 45 hours per week (full-time) on a rota basis during visit weeks, including at least one evening per week, typically finishing at 10pm. Applicants should be prepared for this commitment.

Experience and skills

- **Pastoral/Therapeutic Experience:** Professional experience working with challenging young people in a pastoral or therapeutic role (essential).
- **Therapeutic Training:** Training or significant experience in listening skills and therapeutic conversations (essential).
- **School Experience:** Experience working in a school setting (desirable).
- **Core Values:** Ability to exemplify Jamie's Farm core values and behaviours (essential).
- **Strong Work Ethic:** Demonstrated strong work ethic and the ability to inspire this in children (essential).
- **Communication and Teamwork:** Exceptional communication, teamwork, and organisational skills (essential).
- **Relationship Building:** Ability to build strong relationships with diverse individuals and organisations, and to influence and motivate others.
- **Outdoor Enthusiasm:** Interest and enthusiasm for working in a rural setting.

- **Educational Passion:** Interest in the benefits of education beyond the classroom, especially for vulnerable groups.
- **Strategic Contribution:** Ability to contribute to the wider vision, strategy, and goals of an ambitious and unique charity.
- **Horse care:** Experience of working with or caring for horses (preferred but not essential)

What we offer

- Be part of a welcoming, vibrant team within a purpose-led organisation
- Enjoy working in a beautiful, rural environment
- Work mobile phone provided
- Laptop computer provided
- Enjoy free, delicious lunch while working on-site
- Generous Annual Leave entitlement
- Professional supervision: receive monthly professional therapeutic supervision and regular informal support sessions.

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.

We are eager to hear from candidates with a range of experiences and expertise for this role. If you feel that you would be well suited to this position, but do not meet the criteria outlined here, please contact Sam Maynard, Head of Farm sammaynard@jamiesfarm.org.uk to discuss your suitability for the role.

Please complete the Application and Equal Opportunities Form via our **website by 12pm on Friday 11 October** and send to 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

Timeline

- Closing date: **12pm, Friday 11 October 2024**
- Interviews:
 - Online: week beginning Monday 14th October;
 - In-person: week beginning Monday 21st October;
- Start date: January 2025

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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