

JAMIE'S FARM

Jamie's Farm Recruitment pack



Job title

Head of Farm

Salary

£51,000 - £55,000

Location

Jamie's Farm Skipton
Haugh Field Farm, BD23 4EH

Reports to

Jake Curtis, Co-CEO

Application deadline

9am, Monday 30th March 2026

Direct reports

Exact structure tbc but will be expected to line-manage 4-6 team members

Interview dates

9/10 April (online) 20 April (in person)

Start date

Tuesday 2nd September

Full Time

45 hours a week, Monday – Friday,
1 evening per week



**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

Young people facing challenges are better equipped to thrive

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 Purpose, Belonging and Reflection.

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.

Two thirds

of teachers have become **increasingly concerned** about **pupil mental health and wellbeing**, yet a quarter of classroom teachers do not feel confident in supporting them.*

Over 1 in 4

secondary pupils were **persistently absent** from school in the 2023/24 academic year.†

The UK has the **lowest overall life satisfaction**

of 15-year-olds and the largest disparity in life satisfaction between the most and least disadvantaged.*

• The Pearson School Report 2024
* Of 27 European countries, PISA, 2022
† DfE: Pupil absence in schools in England, 2025

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 follow up programme 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 six and supporting more than 15,000 young people across England and Wales. We have an ambitious strategic plan over the coming years, including the conversion of our Skipton farm to enable residential visits in the north of England, growing our reach through exploring day-visit hubs, deepening our impact with school partners through improving the practice of education professionals and becoming a leading voice in advocating for the ever-growing needs of young people.



Discover more on our socials

-  [jamies_farm](#)
-  [Jamie's Farm](#)
-  [JamiesFarm](#)
-  [cultivatingchangeuk](#)
-  [jamies.farm](#)
-  [Jamie's Farm](#)

Our values

Our values guide everything we do at Jamie's Farm. We seek to ensure that even as the charity grows, we maintain the unique culture that we have established across our farms – a culture that is grounded in strong relationships, high standards and a can-do spirit, and which supports and challenges us to be the best of ourselves.



Working at Jamie's Farm

At Jamie's Farm, our people are at the heart of the impact we create. Working here means being part of a team that cares deeply about young people, about each other, and about the difference we can make together. We aim to provide an experience grounded in meaningful work, strong relationships and the space to keep learning and growing. Our 'staff offer' comes to life through these three 'pillars':



Purpose

We exist to transform lives and every role at Jamie's Farm contributes directly to that mission.

Our work is inspiring, impactful and sometimes challenging. We value the resilience and professionalism of those to choose to do this work, and aim to ensure that meaningful and fulfilling work remains at the heart of everything we do.

Meaningful, purposeful, rewarding work



Belonging

We're a caring, collaborative community where there is real joy in the relationships we build and in the daily rhythm of life on our beautiful working farms.

Through trust, accountability and mutual respect we support and challenge each other to be our best and are committed to a workplace where everyone feels welcomed, heard and able to thrive.

Culture of care, trust & commitment



Reflection

We recognise the care, energy and commitment our work requires and are dedicated to supporting our people to thrive.

We create space for learning, development and reflective practice and our aim is for everyone to grow personally and professionally, whilst staying connected to what matters most: our mission and impact.

Supporting learning, development & wellbeing

What you can expect

Our community

At the heart of our charity lies a vibrant community spirit, embodied by our generous, passionate and dedicated team. There's real joy in the relationships we build - with each other and with young people. We take immense pride in fostering a strong sense of camaraderie that transcends the seven locations we operate. We come together as one cohesive team at various points in the year - 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

Our aim is for everyone at Jamie's Farm to grow personally and professionally. Central to this is our commitment to the training and development of all our team members. We create space for learning, development and reflective practice, recognising that growth happens through experience and feedback. We actively encourage our staff to take ownership of their roles and our annual performance reviews play a pivotal role in identifying areas where team members may seek development opportunities.

Pay and progression

Alongside the intrinsic reward of purpose-driven work, we are committed to fair and transparent pay, balanced with responsible stewardship of our resources as a charity. We maintain 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, additional responsibilities, outstanding performance, and 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 feel welcomed, heard and able to thrive, irrespective of their background. The cornerstone of this is our dedicated work on Diversity, Equity and Inclusion (DEI). Following work with a DEI consultant, we established a DEI committee that reviewed and strengthened our practices and DEI is now embedded into our strategic plan with key initiatives 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

Our farms are living examples of environmental responsibility and regenerative agriculture. We are committed to caring for the land, maintaining the highest standards of animal welfare, reducing our environmental impact, and producing high-quality, sustainable livestock.

We are embedding regenerative farming practices, investing in low-carbon and renewable solutions, and strengthening the connection between our farms, the food we grow, and the experiences of our visiting young people. Sustainability is central to how we work, make decisions, and create safe, beautiful, and resilient farm environments.

Jamie's Farm Skipton

Nestled in the sweeping countryside on the south of the Yorkshire Dales, lies one of our newest farms near Skipton. This extensive farm is now hosting young people, initially through our day visit programme, from across the region and beyond.

Following highly successful day visits, the residential programme is due to launch in January 2027.

The site covers a stunning 245 acres of pasture, which has already undergone quite the transformation in the form of miles of hedgerows, hundreds of new trees and acres of herbal leys pasture.

The newly converted farm buildings create a wonderfully welcoming space for our young people to cook, live and work together alongside the Jamie's Farm Team. The resident animals include Mountain Sheep, pigs, chickens, and cattle including our two Highland Cows.



**Meet the Skipton team
assembled so far**



Where this role is:

Haugh Field Farm
Coniston Cold
Skipton
North Yorkshire
BD23 4EH



About the role

This role will lead the Delivery team at our Skipton farm, while collaborating closely with the additional departments that make up Jamie's Farm. Please take the time to read below to learn more about the four departments that make up the wider Jamie's Farm community.

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.

Other teams across the organisation



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.

Role Overview

Jamie's Farm Skipton has been running Day visit programmes with young people since its launch in 2023 and will be changing to Residential programmes from January 2027, in line with our other rural farms.

We are seeking an enthusiastic and dedicated Head of Farm to manage programmes and daily operations at this site. In this role, you'll work alongside your team to ensure that all visitors, especially young people, have a meaningful, inclusive, and memorable experience with Jamie's Farm, and that they feel the positive impact long after their visit.

You will be joining and helping develop a team that encourages and supports employee empowerment, fostering a culture where individuals are motivated to take initiative and contribute meaningfully.



Key Responsibilities

Programme & Team Leadership

- Provide effective management of a team of 4-6 staff, balancing strong working relationships with consistent processes and high standards
- Ensure each team member feels valued and supported in their role, providing regular check-ins (bi-weekly), documenting notes, and supporting team development and CPD
- Plan and lead professional development and team-building activities during non-visitor weeks
- Facilitate team meetings to ensure shared goals and effective coordination at each stage of a visit
- Track HR needs for team members, including leave, attendance and health support
- Achieve the KPIs for the programme, principally in terms of impact for young people, client retention, data collection, internal staff engagement and cost control
- Represent the Skipton site with partner schools, local community, funders, trustees and other stakeholders; coordinate local events and fundraising
- Uphold aesthetic and environmental standards across the Skipton site, in collaboration with Skipton Farm Manager
- Contribute to broader Jamie's Farm strategy as a key member of the Leadership team

Programme Delivery

- Manage and deliver up to 4 visits per month, overseeing farm, garden, and cooking activities, group sessions, and evening programs
- Participate in all aspects of farm life: daily walks, shared meal preparation and communal farm tasks
- Model outstanding relational practice with our visiting young people
- Guide visiting staff to maximise their experience at Jamie's Farm through clear communication and active involvement
- Serve as the main contact for a set of partner schools, maintaining strong, supportive relationships

Additional Responsibilities

- Work with the Senior Visit Coordinator to track and manage visit documentation and data
- Use IT and administrative skills to keep all records up-to-date, accurate, and accessible.
- Maintain a safe, tidy, nurturing, and aesthetically aligned farm environment
- Act as on-call one weekend per month for emergencies

This role is full time, which entails working 45 hours per week including one evening. Applicants must be prepared for this significant commitment.

Education, Skills and Experience

- Experience working in a social work, therapeutic or educational setting (**essential**)
- Experience working with young people in challenging circumstances (**desirable**)
- Prior management experience
- Ability to exemplify Jamie's Farm core values of positivity, passion, generosity, collaboration and professionalism
- Exceptional communication, teamwork and organisational skills. Strong IT literacy
- Ability to develop strong relationships with diverse individuals and organisations
- Passion for the benefits of purposeful work in the rural environment, in connection with nature
- Empathy and understanding for the lived experience of the young people we serve

What we offer

- Competitive salary, dependent on experience, with transparent pay bands & regular benchmarking
- Generous Pension Contribution
- Generous holiday allowance : 31 days of annual leave plus Bank Holidays
- Nutritional meals provided and enjoyed with the team when on site
- Active outdoor work, opportunity for daily walks
- Use of company mobile phone and laptop
- Opportunity to be part of a dynamic and supportive team culture
- Regular therapeutic supervision
- Regular CPD and specialist training

To apply

We strongly encourage candidates from all backgrounds, abilities and experiences to apply. Please complete the Application form and Equal Opportunities Form **via our website** www.jamiesfarm.org.uk and **send to recruitment@jamiesfarm.org.uk**.

If you'd prefer to submit a video application rather than a written application, please send a link to the video to the above email address.

Timeline

- Closing date: **9am 30 March 2026**
- Interviews:
 - **9/10 April (online)**
 - **Mon 20 April (in person)**
- Start date: **Tues 2 September**

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.

“What do I like most about working at Jamie’s Farm?”

The mission and ambition of the charity. The fact we make a real and tangible positive impact on the lives of young people. The fantastic people and the beautiful environments in which we work. The can-do attitude of everyone. The ability to just change things and make things better.”



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