



Jamie's Farm

Recruitment pack

**Job title**

Farm Coordinator

Salary

Pay band: Manager M1,
Range £31,039 - £35,473

Location

Jamie's Farm Bath Hill House Farm,
Ditteridge, Nr Box SN13 8QA

Reports to

Team Leader (with matrix management on
farming matters to Farming Lead)

Application deadline

9am Friday 28th August 2026

Direct reports

N/A

Interview dates

First round w/c 7th Sep (online)
Second round w/c 14th Sep (in person)

Start date

ASAP

Full time, permanent

45hrs per week, Mon-Fri including 1 evening per week, morning feeding rounds plus on-call responsibilities (see p8). Our preference is that the successful candidate live on-site (subsidised accomm.) but we are open to applications from 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

Charity overview

Jamie's Farm runs therapeutic farm-based programmes for young people who are struggling to thrive at school or at home. Small groups take part in a 5-day residential or a series of day visits, becoming part of farm life and taking on meaningful, practical tasks within a supportive environment. This experience builds confidence, strengthens relationships and helps young people see themselves more positively. Our work continues beyond the visit through follow-up support with partner schools to help ensure the impact lasts.

Founded in 2009, Jamie's Farm has grown from one farm to seven, supporting more than 20,000 young people across England and Wales.

We are continuing to expand our reach and impact, including developing our Skipton farm to host residential visits in the north, exploring day visit hubs and working more closely with schools to strengthen how they support young people. Alongside this, we aim to play a stronger role in advocating for the needs of young people nationally.

Our vision

Young people facing challenges are better equipped 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

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.



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. 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. 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

We take immense pride in our vibrant community spirit, embodied by our generous, passionate and dedicated team.

We come together at various points throughout the year - our staff parties and annual away days to the Brecon Beacons are firm favourites.

These help to foster the strong sense of camaraderie that runs across the seven locations we operate.

Training and development

We're committed to supporting the growth of every team member and actively encourage staff to take ownership of their roles.

In practice, that means regular check-ins with your line manager, annual performance reviews, and access to CPD and specialist training relevant to your role.

Therapeutic supervision is also available for those working directly with young people.

Pay and progression

We're committed to fair, transparent pay, balanced with the responsible stewardship you'd expect from a charity.

Our pay banding structure ensures your salary reflects your responsibilities, and progression within bands is determined by tenure, additional responsibilities, outstanding performance and additional qualifications.

Bands are reviewed annually against market benchmarks and inflation allowing us to stay responsive to industry standards.



Inclusion

We believe people do their best work when they can bring their authentic selves to work.

We value the diverse backgrounds, perspectives and experiences within our team and are committed to a culture of belonging, where everyone feels respected, supported and able to contribute meaningfully, free from barriers and discrimination.

This commitment is underpinned by specific DEI (Diversity, Equity & Inclusion) initiatives in our strategic plan, and regular staff consultation to ensure we keep improving.



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 Bath

Two farms, one hub

Located close to Bath, Hill House Farm and Lower Shockerwick form a cohesive hub for Jamie's Farm, offering two distinctive yet complementary environments that inspire, nurture, and enrich young people.

Just minutes apart, these farms operate within a 'hub model,' enabling shared resources and team collaboration while ensuring that weekly visits at each location remain independent.

At Hill House Farm, young people engage in hands-on activities like nurturing livestock, lambing, chopping wood, and harvesting vegetables, with adventures enhanced by hikes in the local countryside and paddling in the neighbouring By Brook.

Lower Shockerwick Estate offers another exciting setting for these activities, blending historic features with reflective spaces in its woodlands and parkland.

Together, these settings balance purposeful work with reflective restoration, embodying the Jamie's Farm's mission to foster growth through farm life.

This role is based at Hill House Farm.



Head of Hub Jess Callen



Meet the Bath team



Where this role is:

**Hill House Farm
SN13 8QA**



About the role

The Farm Coordinator plays a vital role within the Delivery Team at Hill House Farm, focusing on supporting young visitors as they engage in farming jobs and contribute to the farm's activities. This position also collaborates closely with the Farming team, ensuring they are aware of the farm's requirements and successfully integrating these into the overall programme.

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 meaningful work.

Other teams across the organisation



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:

Delivery of 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 jobs with children including daily feeding rounds and major farming responsibilities;
- Contributing to farm life including daily walks, mealtimes and running evening activities at least once per week;
- Ensuring the high levels of animal welfare we expect on our exemplary farm.

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;

This role is full time, which entails working 45 hours per week, including one evening, morning feeding rounds and additional on-call responsibilities outlined above. Applicants must be prepared for this significant commitment.

Experience and skills

- Strong work ethic and passion for farming, and ability to share this with children and young people;
- Ability to develop strong relationships with young people facing challenging lives, in a short amount of time;
- A passionate stock person with experience of managing beef cattle and sheep (desired);
- A passion and interest in breeding livestock;
- Tractor driving experience (desired);
- Willingness to offer firm boundaries as well as a caring approach towards working with challenging behaviours;
- A commitment to Jamie's Farm's values, with a respectful and inclusive approach to everyone who visits, works or stays at the farm.

We recognise that many excellent candidates for this role will not fit precisely into these criteria - we would encourage you to apply even if you don't tick every box. If you have skills and interests that would make a valuable contribution to farm life which aren't listed here, please let us know - we'd love to hear about them.



What we offer

- Competitive salary, dependent on experience.
- Up to £20,000 worth of further benefits, including:
 - Subsidised accommodation onsite next to the farm courtyard with own garden, including bills and council tax;
 - All meals during visits;
 - Generous pension contribution;
 - Use of company mobile phone;
- 21 days annual leave plus Bank Holidays;
- Regular therapeutic supervision;
- Regular CPD and specialist training;
- 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 on Friday 28th August 2026**, and send to **recruitment@jamiesfarm.org.uk**.

Instead of the application form, if you would prefer to submit a video application (max 5 mins), please send a link to this to **recruitment@jamiesfarm.org.uk**.

Timeline

- Closing date: **9am Fri 28 Aug 2026**
- Shortlisting & notification of interview: **By Fri 4th Sept**
- Interviews:
 - First round online: **w/c Mon 7th Sept**
 - Second Round In-person: **w/c Mon 14th Sept**
- 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.



“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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