

# JAMIE'S FARM

## Jamie's Farm Recruitment pack



### Job title

Interim Programme Coordinator

### Salary

Pay band: £32,240 - £36,400

### Location

Lower Wernddu Farm, Rowlestone,  
Longtown, HR2 0ED

### Reports to

Head of Farm

### Application deadline

9am Mon 3<sup>rd</sup> August 2026

### Direct reports

None

### Interview dates

Wed 12<sup>th</sup> August (in person)

### Start date

August or ASAP, subject to notice periods

### Full Time, Fixed Term Contract (6 months)

45 hours a week, Monday – Friday

1 early & 1 evening per week (see detail in pack)



**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 18,000 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 Hereford

Our second farm, opened in 2016, is found on the English – Welsh border in beautiful Herefordshire. The team has built strong links with local farmers and organisations to offer visiting young people a rich and varied programme, whether on or off the farm.

Situated in the Golden Valley, within easy reach of the Black Mountains and the Brecon Beacons, visiting young people benefit from wonderful walks in the wilds of the countryside. Sleeping accommodation overlooks the beautiful courtyard and traditional stone barns. There is a terrific manège on site for our unique therapeutic work with horses. Every week our young farmers can be found hand carving locally felled wood to create beautiful serving bowls, coat hooks and spoons.



## Meet the Hereford team



### Where this role is:

Lower Wernddu Farm  
Rowlestone  
Longtown  
HR2 0ED

# About the role

It is an exciting and varied role at the heart of our programme delivery. You will be joining a team that encourages and supports employee empowerment, fostering a culture where individuals are motivated to take initiative and contribute meaningfully.

## 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.

## Main responsibilities

This is a dynamic, full-time role balancing working directly with young people, alongside vital responsibilities associated with running a professional and impactful service to our partner schools - and the young people we exist to serve.

Key areas of responsibility include:

### Relationship Management

- Supporting the Senior Programme Coordinator with helping to manage the visit rebooking process.
- Supporting the Senior Programme Coordinator with collecting data from schools
- Supporting with other vital areas of operational tasks to ensure a professional and robust service
- Occasionally visiting schools as part of our follow up process.

### Contribution to farm life

- Leading regular sessions with young people that contribute to daily life on the farm. (Outdoor, practical skills strongly welcomed).
- Working closely with Jamie's Farm colleagues to lead regular feeding rounds, group meetings, walks, meal prep and evening activities.
- Completing visit admin and documentation to a high standard, with efficiency and care.
- A commitment to the charity's wider work, including supporting occasional open days, events and corporate visits.

### Practicalities

- This role is full time, which entails working 45 hours per week on a rota basis, including the required commitment of one regular early morning (day flexible, 8am start) and evening (typically a Thursday, 10pm finish) each week.

## Experience and skills

- Two years professional experience working with diverse groups of young people (**desirable**);
- Experience working in a school, social work or equivalent setting (**Desirable**);
- Experience of delivering inspiring practical sessions to young people (e.g. gardening/woodwork);
- Specialism in an area that would contribute to farm life (**Desirable**);
- Full driving license and access to own transport (**Desirable**);
- Exceptional communication, teamwork and organisational skills;
- Exceptional administrative and IT skills;
- Ability to exemplify Jamie's Farm core values and behaviors;
- Ability to develop strong relationships with diverse individuals and organisations, and to influence and motivate others;
- Interest in the benefits of education beyond the classroom, especially for vulnerable groups;
- Ability to contribute to the wider vision, strategy and goals of an ambitious, professional, and unique charity.

# Behaviours and Competencies

You will demonstrate a strong passion for Jamie's Farm and the communities we support, along with practical skills, a therapeutic mindset, and the warmth, curiosity and patience needed to work with vulnerable young people. We're looking for a flexible, collaborative team player who is open-minded, hardworking, and able to inspire others while sharing ideas and learning new skills.

## What we offer

- Competitive salary, dependent on experience
- All meals during working hours
- Use of company mobile phone and laptop
- 31 days of annual leave plus Bank Holidays
- Generous Pension Contribution
- Opportunity to be part of a dynamic and supportive team culture
- Regular therapeutic supervision
- Regular CPD and specialist training

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.

## 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 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 Mon 3 August 2026**
- Interviews: **Wed 12 August (in person)**
- Start date: **ASAP** , subject to notice periods

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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