



Job Description – Locavore Team Member: Grower

Start Date: May 2016

Duration: Ongoing pending three month probationary period.

Responsible for: The running of Left Field Market Garden.

Hours: 35 hours per week with seasonal variation to meet the needs of the role.

Rate of Pay: £8.79 per hour (£16kp/a), shop discount, tea, stale bread and pension.

Location: Left Field Market Garden, Kirkton Road, Neilston. Also at our shop and The Croft as required.

About Us:

We're a not-for-private-profit social enterprise food business which wants to help build more sustainable local food systems which are better for society and our environment. We run a small grocery store on Nithsdale Road on the south-side of Glasgow, have a 2.5 acre market garden (with chickens, ducks, & pigs), provide veg boxes to 250 households per week, and have an Urban Croft where we get people involved in small scale urban agriculture.

We've currently working towards our Big Plan to scale up what we do to launch a large grocery store which can better compete with supermarkets.

Find out more:

www.glasgowlocavore.org

www.facebook.com/GlasgowLocavore

www.twitter.com/GlasgowLocavore

About Left Field Market Garden:

We're are fast entering our third growing season on our 2.5 acre site which sits overlooking Glasgow on the outskirts of Neilston, 8 miles from our shop. The site was formally in conventional agriculture producing mostly barley. Two years rest from this and the adding of organic material is starting to show improvements to the soil which is slightly acid, clay and quite stony.

Site Facilities and Equipment:

The site has a fairly large 2 span polytunnel measuring approximately 16m x 32m, a

shipping container which acts as tool store, and a caravan which has been used for WWOOFERS and staff bothy. The site has a single tap water supply and no electricity.

We use almost exclusively hand tools with the more exotic of those including broadfork, osculating & collinear hoes and an Earthway Seeder. At the time of writing we're awaiting the arrival of a BCS 2 wheel tractor with rotary plough and power harrow as well as a quick cut greens harvester.

Site Layout:

The polytunnel is made up of 7 raised beds which we aim to keep in year round production. Outside there are three main outdoor 'fields' which we have laid out into 30m x 75cm beds. This year we have also planted a soft fruit garden which so far includes 200x blackcurrants and 200 x rhubarb, we want to expand this over time. Additionally we have 30 fruit trees, mostly apple, which were planted just over a year ago. We also have a small area of community plots which are looked after as allotments by folks who made a donation to our recent crowdfund campaign. The remainder of the site is made up of grazing area for our flock of chickens and ducks which total about 120, and pen for our Berkshire sow and litter/s.

Crop Plan:

We have a crop plan in place for this season which includes legumes, roots, alliums, brassicas and cucurbits over our outdoor field areas. This is planned out over a 6 year rotation which we are in the first year of. Outdoors we are looking to grow 18 types of vegetable in total with several varieties of some. In the tunnel we're currently focusing on quick greens with some nightshades. More planning is required on planting the tunnel crops beyond mid-summer.

Our Markets:

The market garden produce goes primarily into our veg boxes which we deliver across Glasgow and wider west-central Scotland, as well as into our shop, gluts being sold to other independent retailer as and when. The emphasis of production on the site is to meet more of the needs of the market we hold, particularly growing things that can not be sourced locally, benefit from being really, or have a high value. We also want to focus on season extension, particularly filling the traditional hunger gap in spring.

Staffing:

The post holder will start with three trainees in post who are employed through the Community Jobs Fund and half way through their six month contracts. They are a hard working and enthusiastic team but have limited knowledge of organic growing outside their time at Locavore.

Other Info:

We're currently in our first year of conversion to being certified organic.

About this role:

We're looking for someone to take on the role as our lead grower at the market garden. This will involve all aspects of the day to day management of the site including following and developing the growing schedule, delegating tasks and all associated planning and administration. You'll get a lot of help with this to start with but then left to it.

Person Specification:

We're looking for a dynamic, multi-skilled person with enthusiasm for what we do, plenty of common sense and the ability to problem solve and deal with stuff when it goes wrong.

Our ideal candidate will have worked in a similar role, have extensive voluntary experience and have detailed understanding and masses of enthusiasm for small scale organic horticulture.

You'll need to be able to work fast and efficiently. We want someone who works as smart as possible (not necessarily as hard as possible) and is able to recognise laborious inefficient tasks and find scale appropriate solutions to them. This is probably the most important ability for this role.

We want someone who can be business minded and can manage limited resources effectively.

If you need a lot of structure, routine and support from a manager all of the time then this job won't work for you. You'll hate it and you will probably be rubbish at it too. If however you're the type of person who likes responsibility, developing your own skills, and coming up with solutions to problems then this should suit you well.

Finally the ideal person will share our ethos of local sustainable food and be excited to play their part in a team that's working towards creating an alternative to the supermarkets.

Skills & Attributes Sought:

The above and specifically:

General experience and knowledge of organic horticulture.

Experience of growing at a similar scale.

Experience of using relevant tools and machinery.

Experience of livestock.

Fit and happy to work outdoors in all weather.

Happy to work alone in a windy field and within a team.

Good handle on spreadsheets and common office applications for crop planning and record keeping.

Able to innovate and spot opportunities to improve the way we work.

Organisational skills and the ability to set up systems to manage tasks.
Ambitious.
Calm in the face of disaster.
Drivers licence.

How to apply:

The closing date is 8am on Monday the 18th of April.

Please submit a CV (maximum 2 pages) along with a one page cover letter outlining why you want to work with us, how you fit the criteria, and what you think you could bring to the team in terms of ideas, skills and experience. Applications should be by email to farm@glasgowlocavore.org and the subject heading should be 'Grower Application'.

Interviews will be on Thursday the 21st of April.

Thanks for your interest!