

GWENDRAETH ORGANIC CIC

JOB SPECIFICATION

GROWER

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Wales Co-operative Centre
Canolfan Cydweithredol Cymru



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Job Title:	Grower
Employer:	Gwendraeth Organic CIC
Location:	SE Carmarthenshire
Salary:	£9.25/hr
Hours of Work:	20 hours per week (more hours available seasonally)

Gwendraeth Organic

Gwendraeth Organic CIC (Community Interest Company) operates Banc Organics, which is a social enterprise growing organic fruit and vegetables, and distributing them via a box scheme in the South East Carmarthenshire and West Swansea areas.

We have been operating as a Community Supported Agriculture / box scheme since 2010. In 2020 we relaunched with ambitious plans to grow the scheme and make a greater impact. We want to grow and sell more organic produce; contribute to our community and spread the message of environmentally friendly food production and the difference it can make in society.

We have a small friendly team of workers and volunteers, supportive customers and many people in the local community who value what we do.

The Role

This role will suit a committed and enthusiastic person with experience in commercial horticulture and organic growing. The Grower will take responsibility for all horticultural operations and growing of crops to be sold through Gwendraeth Organic's box scheme. We are looking for a person with experience of the day-to-day tasks necessary to run this side of our operation.

We are looking for someone who is keen to learn, and to improve their knowledge and skills. The role will be supported by the Manager, who is a grower with many years of experience. It is expected that the Grower will learn from the Manager in the first couple of years and gradually take over full responsibility for planning cropping, rotations and managing the site. The Manager will provide support to the Grower over the first two years in undertaking responsibility for the growing operation.

The role will suit someone who is cheerful, sociable and a team player as they will be working with a diverse range of people, but who is also self-motivated and able to work on their own in the field when the job demands it.

Main Responsibilities

- Growing and management of crops.
- Maintain the field and crops, weeding as required, to ensure that crops are grown to a high standard
- Pest, disease and quality control, compliance with organic standards.
- Assist with harvest.
- Work with volunteers, seasonal workers and other employees and facilitate their participation in the growing operations.

Other

- Assist with packing and distribution as required (there is a separate team that pack and distribute)
- A commitment to Health and Safety, taking any reasonable steps to ensure a safe and healthy working environment, a commitment to equality and diversity helping deliver an inclusive and accessible environment.
- Accept other reasonable duties and responsibilities as required
- Represent Gwendraeth Organic as required

PERSON SPECIFICATION

	Essential	Desirable
Qualifications and Experience		
Horticultural qualification, and/or demonstrable experience in a similar role	✓	
Two years' experience in a similar role at a commercial, horticultural enterprise.		✓
Skills and Knowledge		
Excellent knowledge of plant growing, seasonality, cropping and rotation and agroecological systems.		✓
Awareness of good practice, standards and regulation involved with growing crops, with particular reference to organic vegetable production		✓
Knowledge of and passion for organic produce, it's quality and marketing.		✓
Ability to self-motivate, accepting responsibility for setting and reviewing priorities for achieving targets	✓	
Ability to work independently and as part of a team effectively	✓	
Good verbal and written communication skills, able to communicate effectively with a diverse range of people		✓
Able to carry out accurate and consistent work	✓	
Highly sociable, positive and courteous communication skills, able to communicate effectively with a diverse range of people, including customers and staff	✓	
Demonstrable understanding of and commitment to equality of opportunity	✓	
Tractor driving, experience with a range of horticultural implements and machinery.		✓
Efficient worker with a drive to improve systems and techniques	✓	
Interest in and commitment to the aims and principals of Gwendraeth Organic- environmental and social		✓

Other		
A flexible approach to work, with the willingness to work outside normal hours as required	✓	
Full driving licence and use of a car	✓	
Physically able to carry out demanding manual work and lifting	✓	

ADDITIONAL INFORMATION

Making an Application

You can apply for this by email to Martin Samphire at gwendorgcic@gmail.com

After carefully reading the above Job Description and Person Specification, your covering letter should explain why you believe you are suitable for this post, **giving particular attention to any relevant qualifications, experience, skills and knowledge**, in addition to your reasons for applying. You are also welcome to include any additional information you believe may be advantageous to your application.

Where applicable, your CV should outline your:

- personal details (name, address, contact number and/or email)
- education and qualifications
- current post
- previous posts
- relevant experiences
- name, address and email of two referees: your most recent employer and someone whom can provide a character reference

If you wish to have an informal conversation regarding this post, please contact: Martin Samphire at Gwenorgcic@gmail.com. or phone 01269 871334.

Interviews

Probable date: Wednesday 17th March

Details of interviews will be confirmed to those who are selected. Given the current circumstances it may be that interviews are conducted remotely by video but we will try, if possible, to facilitate a site visit and meet the candidates personally.

Closing Date

The closing date for applications is: **Thursday, 11th March at 9am..**

Equality and Diversity Policy

Please contact us should you require a copy of our Equality and Diversity Policy by emailing gwendorgcic@gmail.com.

