

Farm Worker (including weekends) Job Description & Person Specification

Contract Type:	Permanent, all-year
Hours:	28 hours per week (Tuesday, Friday, Saturday, Sunday). Job share considered (14 hours per week: one weekday and one weekend day).
Salary:	£20,250 – 20,750 per annum (for 28 hours per week)
DBS Disclosure Level:	Enhanced
Reports To:	Farm Manager
Role Purpose:	<p>The Farm Worker will work year-round including at the weekends, contributing to the care of our animals, farm projects, and the ongoing development and maintenance of the farm. This role will play a key part in developing the farm's long-term vision.</p> <p>The Farm Worker plays a hands-on and vital role in supporting the day-to-day operations of the Company farm and garden. This role involves practical contributions to the continual development and maintenance of the walled garden, paddocks and infrastructure, contributing to seasonal growing projects, and delivering daily animal care. Working collaboratively with the Farm Manager, the post-holder ensures that all farm activities support the wider educational and therapeutic aims of the setting. This includes maintaining high standards of animal welfare, site upkeep, and safe, accessible learning environments. The role involves lone working, including responsibility for unlocking and locking up the premises.</p>
Key Responsibilities:	<p>Key Tasks:</p> <ul style="list-style-type: none"> • Provide hands-on animal care, ensuring the health and welfare of farm animals, including daily feeding, cleaning, and enrichment. • Support the Farm Manager in the maintenance of habitats, paddocks, and enclosures. • To be available to assist in emergency animal care, as required. • Assist with farm maintenance (fencing, pathways, tool repair, infrastructure). • Carry out construction and DIY tasks under the Farm Manager's direction. • Support year-round cultivation aligned with the seasonal growing plan (fruit, vegetables, and flowers), and to assist in the development and maintenance of the walled garden. • Assisting with growing projects (e.g., watering no-dig beds, polytunnel maintenance, weeding, composting). • Work closely with the Farm Manager to develop and expand the farm's projects, aligning with the farm's therapeutic and educational goals.

	<ul style="list-style-type: none"> • Ensure health and safety procedures are always followed, maintaining a safe and supportive environment. • Maintain cleanliness and safety across the site. <p>General Duties:</p> <ul style="list-style-type: none"> • Represent the farm positively with visitors, parents, and external partners. • Support community events and open days, as coordinated by the Farm Manager. • Embrace the farm's ethos of sustainability, belonging, compassion, and ambition. <p>The following duties are ones which all staff are required to perform:</p> <ul style="list-style-type: none"> • Promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact; • Observe health and safety procedures and work safely at all times; • To be responsible for your own continuing self-development, undertaking training as appropriate to the working environment and location, and developments in your role; • Undertake any other duties as required by your manager to meet the changing needs and demands of the Company; • Conduct yourself with professionalism, tact, and diplomacy always as a representative of the Company.
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This job description is current at the date of publication but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade. This job description is provided to assist the post holder to know their principal duties.

PERSON SPECIFICATION

Criteria	Qualities	Essential/Desirable
Qualifications & Experience	1. Experience, and a genuine interest in Animal Husbandry and Horticulture.	E
	2. Proven experience in basic maintenance.	E
	3. Experience in working outdoors in all weather conditions.	E
	4. Relevant professional qualifications or certifications in Animal Management	D
	5. Must have a driving license due to rural location.	E
Skills & Knowledge	6. Strong practical skills in animal care, land management, maintenance and construction.	E
	7. Robust understanding of horticulture and garden development.	E
	8. Ability to perform medium-heavy lifting tasks.	E
	9. Understanding Health and Safety in a farm setting.	E
	10. Work collaboratively and supportively with colleagues within the organisation.	E
	11. Respect and value the different experiences, ideas and backgrounds others can bring to work and to teams.	E
	12. Committed to continual personal and professional development.	E
Personal Attributes	13. Resilience to challenges.	E
	14. Reliable and responsible, confident with lone working.	E
	15. Patient and calm approach.	E
	16. Commitment to safeguarding and equality, and to the ethos and values of Coombe House School and the Dorset Centre of Excellence.	E
	17. Hands-on and proactive approach, solution-focused, with the ability to work independently and take ownership of responsibilities.	E
	18. Passion for sustainability, conservation and outdoor learning.	E
	19. Adaptable to changing priorities and able to work under pressure.	E