



**JOB TITLE: Market Gardener -  
Growing People Social Enterprise**

1. **Hours:** 37.5 hours a week (part-time hours considered), permanent
2. **Salary:** £20,320 pa
3. **Responsible to:** Growing People Social Enterprise Manager

**4. Organisational Background and Information**

Growing People is one of a family of social enterprises developed by Milton Keynes Christian Foundation, a local charity growing people and communities through social enterprise. The enterprises work to change the world by reducing and utilising waste, growing and cooking healthy food, creating community spaces and energy and supporting families to play and grow together. Our enterprise teams are all supported by young people and volunteers outside education and employment looking for a new way to learn and develop.

Growing People is our urban horticultural enterprise that works with young people to explore sustainable, local community alternatives to growing food. Our market garden is based on the Urb Farm in Wolverton where we grow seasonal fruit and vegetables, using environmentally sensitive techniques, to sell within our local community. We maintain eighteen large growing beds, five polytunnels, greenhouses and an orchard all year round.

**5. Purpose:**

The purpose of this post is to work with and train young people on our learning and work experience programmes to engage with the Growing People Social Enterprise to:

- Run our market garden in an urban environment to grow a variety of seasonal vegetables and fruit to sell to the local community at our weekly Urb Farm Market all year round.
- Develop and expand business opportunities and our customer base to increase productivity and income.
- Support our trainees in learning horticultural skills and employability skills as well as ensuring their well-being and progression into next steps in life.

**6. Key Targets**

Enterprise success	Achieving income and expenditure targets, embodiment of values, health and safety, customer satisfaction
Trainee success	Engagement of young people, qualification achievement, positive progression

**7. Main Responsibilities**

**a) Horticulture**

To support the running of a productive market garden using environmentally sensitive techniques, following a No-Dig approach.

General crop care and maintenance - propagation, transplanting, direct seeding, weed management, pruning/training, composting, pest and disease management, managing irrigation and polytunnel ventilation.

Market operation - harvest, prepare and sell produce alongside trainees for the weekly market and veg bags, including customer service and processing payments.

Active involvement in business planning, crop planning, site maintenance and development.

**b) To maximise the engagement of trainees in the delivery of the social enterprise**

Work alongside trainees in all social enterprise activities

Care

Learn

Create

Recycle

Grow

Gather

Feed

Restore

Provide training in the safe use of tools, materials and techniques  
 be aware of and implement relevant safeguarding, prevent and child protection policies

**8. General Responsibilities**

- Attend staff meetings as required.
- Ensure the Health and Safety and Safeguarding of all clients under responsibility
- Maintain positive, professional relationships with all staff
- Promote equality of opportunity
- Promote embedded and relevant trainee learning, including maths and English
- Commitment to environmental issues and reducing waste
- Encourage good relations with the local community
- Effectively represent and promote the Foundation, its vision, values and personality
- Take appropriate responsibility for discipline
- Maintain professional standards of conduct and confidentiality at all times
- Be proactive in identifying opportunities for extending our work
- Such other tasks as may from time-to-time be requested by the Director or Executive team

**9. Person Specification**

● Knowledge and practical experience of Horticulture, especially vegetables and fruit growing	<b>E</b>
● A horticulture qualification (RHS Level 2 or equivalent) or relevant skills	<b>E</b>
● Enthusiastic about growing produce using environmentally sensitive techniques	<b>E</b>
● Experience of working with young people with Special Educational Needs and challenging behaviour	<b>D</b>
● Ability to manage and motivate young people	<b>E</b>
● A motivated self-starter with an independent working style	<b>E</b>
● Show initiative and take responsibility for tasks	<b>E</b>
● A hands-on and practical approach to work	<b>E</b>
● Creative and good at problem solving	<b>D</b>
● Strong teamwork and people skills	<b>E</b>
● Strong communication and reflection skills	<b>E</b>
● Good literacy, numeracy and ICT skills	<b>D</b>
● Knowledge and experience of customer service, marketing and social media	<b>D</b>

This post requires an enhanced DBS check