



## **Now Recruiting - Grower**

**Start Date:** March 2018

**Duration:** Ongoing pending three month probationary period.

**Responsible for:** All aspects of growing across our market gardens.

**Hours:** Full time

**Rate of Pay:** Living wage of £8.75, (small rise following 3 month probationary period), staff discount at a number of locations; and a 3% employer contribution pension.

**Location:** Left Field Market Garden as well as Rouken Glen & The Croft

### **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 currently run a small grocery store on Nithsdale Road on the south-side of Glasgow, grow fruit and vegetables across three sites in and around Glasgow, provide veg boxes to over 500 households a week, and supply other shops, cafes and restaurants.

We also help new growers get started through our Grow the Growers programme and help those facing food poverty through our Good Food Fund.

We've been trading for over 5 years and have several exciting new projects on the horizon including the opening a much larger store on Victoria Road in early 2018.

### **Find out more:**

[www.glasgowlocavore.org](http://www.glasgowlocavore.org) & <http://glasgowlocavore.org/farm/aboutourfarm/>  
[www.facebook.com/GlasgowLocavore](https://www.facebook.com/GlasgowLocavore)

## **About this role, our farm, and what we're looking for:**

We are a small, ambitious and fast growing social enterprise that aims to achieve exponential growth in our own local organic vegetable production over the coming years.

We grow at three sites in and around Glasgow:

- Left Field – This is our main site and largest at 2.5 acres and is located 8 miles south of our shop in the south side of Glasgow. The site includes a 500m<sup>2</sup> polytunnel. Our key crops here currently include salads, kale, chard, cucumbers, leeks, courgettes, broad beans and garlic.
- Rouken Glen – This site is East Renfrewshires former propagation unit and is made up of a glasshouse and 2 small polytunnels. We grow tomatoes and winter greens here.
- The Croft – This is situated in Queens Park recreation ground and grows more experimental crops and hosts our Grow the Growers project.

The development of our model of growing has been largely informed by the methods of Elliot Coleman, Jean-Martin Fortier and Curtis Stone with adjustments for the wet, cool windy climate of the west of Scotland.

At Left Field we have a 2 wheel tractor with rotary plow and power harrow which we use to work our 30mx75cm permanent raised beds. Beds are laid out in plots of 10 as part of our 12 plot rotation. In total we have 120 beds, though plan to increase this to 170 in 2018. We use a lot of landscape fabric to mulch beds, we also use an earthway seeder and quick cut greens harvester to pick salad. At Rouken Glen and The Croft things are simpler still.

We're looking to recruit an additional grower to help with the continued development of our growing operations so we can produce even more fresh organic produce in 2018 and beyond. The retail value of our produce in 2017 was in the region of £55k and we aim to grow this exponentially over the next few years.

To do this in 2018 we will bring our remaining land into production and use the land we already have more efficiently. We're also actively investigating further growing sites which we hope will allow significant further growth in 2019.

Our growing team is currently made up of just one full time grower (Louis) and one part time grower (Lizzie) who is employed through Community Jobs Scotland. Through the peak season we have extra seasonal assistance.

To make our plans a success we are looking for someone who can bring extra knowledge and skills to the team to allow us to be a more efficient and productive small organic farm. The key

attribute you will need is to be an adaptable problem solver who is always looking for ways to improve what they are doing, and how it is done. Our ideal candidate would have experience of working in a successful organic horticultural businesses at a similar scale or larger.

Coming into this role you will effectively be sharing roles and responsibilities with our current grower. After an initial period of settling in, roles and responsibilities will become more defined and formalised between yourselves with support from the director. You will need to be very comfortable working cooperatively in a fairly flat structured organisation. You won't have a boss around around very often so success of the farm depends on you and the current grower working well together and with our Vegbox/Wholesale and Shop teams.

Skills & attributes we seek include:

- Ability to use two wheel BCS tractor.
- Fast and efficient with manual tasks such as weeding, transplanting and harvesting.
- Able to work well with others and supervise volunteers and seasonal help.
- Experience of growing in polytunnels
- Experience of organic growing or modern market gardening techniques.
- Experience growing a wide range of vegetables at similar scale.
- Ability to prioritise.
- Fine with getting soaked in a cold windy field.
- Full clean driving license.

**How to apply:**

The closing date is 8am on Friday the 19<sup>th</sup> of January

Please submit a CV (maximum 2 pages) along with a cover letter outlining why you want to work with us and what you think you could bring to the team in terms of experience, skills and ideas.

Applications should be by email to [recruitment@glasgowlocavore.org](mailto:recruitment@glasgowlocavore.org) and the subject heading should be 'Application - Grower'.

Interviews will take place on Thursday the 2<sup>nd</sup> of February.

Thanks for your interest!