

**Trainee Role Description – Grower (Plants and Production) - 2 posts**

We grow organic produce at Hawkwood, Organiclea’s 12 acre community market garden and plant nursery, and distribute it to our own market stalls, box scheme and local restaurants. In our ½ acre glasshouse we grow heritage tomatoes, cucumbers, beans, chillies and seedlings for sale to local people and community groups. In 2017 we produced over 2 tonnes of salad including 107 varieties of leaves.

This traineeship will suit someone looking to develop their skills as a community gardener, or a market gardener in a community setting. The trainee will learn the skills required to manage the production at Hawkwood, and take on responsibilities for growing plants and produce over the growing season.

# **Details of the role**

* Unpaid voluntary role
* Time commitment: 1.5 days/week for 10 months
* Dates: Tuesday 13th March - Wednesday 19th December 2017
* Hours: Tuesdays from 9.00am – 1.00pm and Wednesdays 9.00am - 5.00pm (with later finish up to 2 Wednesday evenings a month for workshops and ‘production walk’.)
* Based at: Hawkwood Community Plant Nursery
* Occasional weekend commitments: 4 days over the traineeship to support weekend outreach events, open days, and plant and produce stalls

**Supported by**

* monthly check-ins with an Organiclea mentor
* monthly discussion and learning workshops
* optional additional Level 2 Certificate in Work Based Horticulture (see below) – to be discussed at interview
* travel expenses, within London, if needed
* A seasonal, vegan, organic lunch will be provided on Wednesdays

**To apply:** Please send a CV or a description of your employment (and volunteering) history; and a covering letter detailing how you meet the person specification and why you want this post to [sunniva@organiclea.org.uk](mailto:sunniva@organiclea.org.uk) sunniva@organiclea.org.uk or by post to the Hawkwood address below. Please also say whether you’d be interested in working towards the Level 2 Certificate. For more information about this role please contact Sunniva on sunniva@organiclea.org.uk/020 8524 4994.

**Deadline for applications:** 5 pm on Thursday 8th February

**Interview date:** Wednesday 21st February

# **Main objectives**

# To learn about and assist with all aspects of propagation in the glasshouses

# To learn about and assist with all aspects of planting and maintaining the vegetable growing areas of the Hawkwood site

# To assist with harvesting and preparing produce in accordance with the needs of the Organiclea stall, box scheme or other independent outlet

# To provide support for the vegetable production at Hawkwood

# To provide support for the volunteer programme

# **Main Activities**

# **Growing**

* Formulating propagation media
* Raising plants from seed
* Irrigation
* Planting and maintaining glasshouse crops, field vegetables, salad leaves, green manures and companion plants
* Organic weed, pest and disease management
* Harvesting schedules and techniques
* Undertake other activities in support of Organiclea, as appropriate

# **Harvesting**

* Cutting/picking produce to the agreed methods, ensuring quality control
* Preparing produce according to ‘product descriptions’
* Weighing, packaging, sealing, labelling and organising dispatch

**Working with volunteers**

* Work to ensure all volunteers on site are safe, welcomed, valued and supported
* Lead tasks with volunteers

**Person Specification**

## **Essential**

* Interest in sustainable food production and the desire to put that interest into practice
* Some experience of growing
* Ability to supervise and explain tasks to volunteers
* Happy to work mainly outdoors throughout the year
* Ability to carry out shared tasks and work within a team
* Ability to work on own initiative, prioritise tasks and work to deadlines
* Commitment to and understanding of the aims of Organiclea

### **Desirable**

* Experience of working with volunteers

**‘Wrap-around qualification’ - Level 2 Certificate in Work Based Horticulture - Production, 0065 -72**

We are really pleased this year to offer the opportunity for those who achieve their traineeships to also opt in and achieve the above Level 2 qualification as well. OrganicLea will cover the learning fees for this with Waltham Forest Adult Learning Service. Your learning mentor for this qualification will be Clare Joy from Organiclea’s training and volunteering team.

It means the following additional study commitment:

* Required to complete work placement practice hours at Hawkwood – which includes participation in our general horticultural tasks taking place on a Wednesday, which you’d already be doing as part of your traineeship
* Completing assessed practicals at agreed times linked to your placement and the City and Guilds units under study.
* Independent home study: Research and designated reading on topics under practice. This takes the form of guided home study and is supported by Clare and through the scheduled tutorials.
* Attendance at qualification tutorials – 7 sessions taking place every 3 weeks on a Wednesday from 4.15-5.45pm.
* Complete unit paperwork on topics under study. This can include a project unique to each person. These are drawn from seasonally appropriate study units linked to work-based productive horticulture. Sample units are: Understanding site risk assessments (people and plants); preparation of ground for organic food production – including soil management; propagation from seed; controlling pests, diseases and disorders; carrying out harvest operation; training plants to maintain development; working relationships in the community garden setting.

This qualification offers extra opportunity to learn about site organization, planning and management at Hawkwood. It builds confidence in some of the theory behind the working practice at the site. Having already achieved a Level 1 Award is desirable, but not essential to taking up this option. Doing this qualification is not a compulsory part of the traineeship, and needs to be agreed before the traineeship starts.