



Maternity Cover

Community Food Growing Projects Worker

(3 days per week)

We are looking for someone to cover maternity leave for one of Organiclea's two Community Growing Project workers.

This work takes food growing and learning into community spaces where people live, work, and play. We are looking for a range of skills in project coordination, community partnership work and a strong track record of spotting opportunities and making things happen.

We are particularly looking for someone committed to food growing as a way to improve the health and wellbeing of individuals and communities.

Job Description

This is a varied role working as part of the Community Growing and Young People's team within Organiclea, where projects strands include food growing and gardening for health and wellbeing, building resilient communities, improving biodiversity and environmental projects working with young people.

The focus of this role is supporting individual wellbeing and building resilient communities through food growing and wildlife gardening, working with residents across Waltham Forest and other local boroughs. This role-holder would co-ordinate, develop, and help to deliver a range of projects, including:

- Working with statutory and voluntary sector partners to deliver projects with older residents including people in care homes, and with dementia
- Developing and delivering wellbeing gardening sessions and courses, including at a Doctors surgery
- Coordinating the design and build of a community gardens on estates and in community spaces

The role will involve ongoing strategic partnership with local councils to continue developing food growing strategies in their boroughs.

More detailed tasks and responsibilities, and the skills and qualities we are seeking, are set out below.

Experience of working with diverse communities and an understanding of and willingness to develop and co-create projects alongside residents and other community groups is more important than formal education.

If you do not meet all the skills and experience listed in the personal specification, but feel you are the right person for some of this work, you are still encouraged to apply.

General Co-op responsibilities:

OrganicLea is a workers' co-operative (currently 24 coop members in paid contracted roles) whose activities are managed by its members. As this is a maternity cover role we are not looking to recruit a new co-op member into this post. However, we are looking for someone who will work together with other Co-op members and volunteers according to co-operative and permaculture principles (For more information on these principles, see our website).

The person taking on this role is welcome and invited to:

- Participate in Wednesday morning meetings, general Co-op meetings and work teams of the cooperative and observe the processes of consensus decision-making within the cooperative
- Monitor and mitigate financial, health and safety and other risks within their area of responsibility with support and guidance from Distribution Node
- Participate in the development of OrganicLea as a workers' cooperative organisation, including contributing to the development of other related projects within the cooperative
- Work together with other Co-op members and volunteers according to co-operative and permaculture principles

Community Food Growing Projects Work

Responsibilities of the role include:

- Engaging with residents and community groups to co-create green spaces that work for them
- Providing training and delivery support for sessional workers and volunteers on projects
- Delivering food growing and wellbeing gardening sessions with a diverse range of participants, including older people and people with mental health support needs
- Identifying and acting on initiatives that grow this aspect of our work
- Developing project proposals and negotiating contract budgets
- Supporting partner organisations in their fundraising for community food growing activity and education
- Building relationships with partners, from small grassroots groups of residents, to senior staff in the statutory sector
- Contributing to fundraising strategy, writing funding proposals as required and often with short notice
- Maintaining up-to-date project budgets
- Organising the collection of monitoring, feedback and evaluation data

Person specification

We are looking for the following skills, experience and commitment:

Experience and Skills

- Experience of developing, coordinating and delivering community-based projects and consultations
- Experience of delivering several funded projects at the same time, including monitoring and reporting
- Experience of coordinating and supporting people, particularly older people and/or people with wellbeing and mental health support needs
- Gardening and garden planning skills, with horticultural qualification (or willingness to complete this with OrganicLea)
- Logistical skills that support you to create challenging projects that thrive
- Strong organisation skills including time and project management, an ability to prioritise and financial literacy

Ability and Commitment

- Ability and willingness to be 'out-and-about' building relationships with residents and community groups, ideally informed by a knowledge and understanding of communities in Waltham Forest and neighbouring boroughs
- An understanding of, and commitment to, organic food growing in urban environments and an ability to translate this into communication relevant to a range of cultures and educational needs
- Ability to develop the work strategically and take initiative to generate funding
- Commitment to working within a cooperative structure and decision making ability rooted in consensus
- A flexible attitude with an ability to work within constraints, including financial, and commitment to practical problem solving
- An ability to work under own supervision, to manage and prioritise own workload and to meet deadlines, but also work as part of a team in a cooperative and sensitive manner
- Commitment to community empowerment, especially in diverse urban communities
- Commitment to environmental sustainability in all aspects of the work
- Clear vision and excitement about the opportunities to develop aspects of this work

The detail:

- **Hours:** The role is for 3 days per week, with some flexibility around working days. There is likely to be occasional weekend work involved with the Community Food Growing projects.
- **Salary:** £25,480 per annum pro rata (based on a 35 hour week)
- **Contract length:** This is a temporary contract fixed at 9 months, to cover maternity leave. It is possible, though not guaranteed, that there may be opportunities for extension.
- **Responsible to:** OrganicLea Workers' Cooperative
- **Location:** The base for project administration can be Hawkwood Community Plant Nursery and at our office at the Hornbeam Centre in Walthamstow.
- **Start date:** Preferably by 10th May to enable handover period.

Successful appointment to the role will be subject to satisfactory references and will require a Disclosure and Barring service disclosure.

We particularly welcome applications from people with disabilities, BAME community members, LGBTQIA+ people and people without university degrees. We have a commitment to become a Disability Confident employer.

How to apply:

- Please read the above role responsibilities and person specification carefully.
- Please follow separate 'How to apply' document for information on how to apply. This can also be found on the website at <https://www.organiclea.org.uk/>.

You can contact Claire about the application process by email on Clairret@organiclea.org.uk

Please send completed applications to Clairret@organiclea.org.uk

Deadline for applications is 5pm on Thursday 8th April

Interviews scheduled for Monday 19th April.

Start date: As soon as possible after selection. We are really hoping that someone could start by week of 17th May, to enable handover to take place.