

Job title	Capital Growth Community Grower
Organisation	Sustain: The alliance for better food and farming
Gross Annual Salary	£18,446 on 0.6 FTE (FT equivalent £30,744). In addition, Sustain matches pension contributions up to 5% of gross salary.
Hours	0.6 FTE / 3 days per week
Location	Regent's Park Allotment Garden and Kensington Gardens Allotment. Travel within London may be required, and occasional meetings at Sustain's office in Cambridge Heath.
Position type	Fixed-term contract until end of March 2023
Annual Leave	12 days Basic Annual Leave based on 0.6 FTE + same proportion of public hols + office closures.
Closing date	12pm (midday), 30 th June 2021
Website(s)	www.sustainweb.org
Contact email	recruitment@sustainweb.org
Equal opportunities	Sustain is an equal opportunities employer. See our Equal Opportunities Policy .
Right to Work	Entitlement to work in the UK. You will need to hold the necessary rights/visa to work in the UK, Sustain is not able to assist with applications for work permits.
Other details	Cycle to Work scheme available on salary sacrifice basis.

About Sustain

Sustain is a powerful alliance bringing together around 100 organisations nationally – and hundreds more at local and regional level. We believe everyone should have access to healthy and sustainably produced food that protects people, animals and planet. Working together, we run highly effective and creative campaigns, advocacy, networks and demonstration projects, aiming to catalyse permanent changes in policy and practice, and to help equip more people and communities with skills as change-makers.

About Capital Growth

[Capital Growth](#) is London's Food Growing network and has been supporting people and groups to grow food in London since 2008. The project works to give everyone the opportunity to grow food as part of a healthy, resilient food system and we are working with our network of growers in London to make this happen.

In 2010, in partnership with The Royal Parks, we launched The Regent's Park Allotment Garden project to showcase organic food growing, working with a small team of volunteers. During this time, we have delivered a high-profile programme of training at the park, reaching thousands of food growers alongside open days, harvest festivals and school workshops, reaching around 400 pupils each year, as well as other

targeted activities. In 2019 we also began supporting the Allotment located in Kensington Gardens. After a period of reduced volunteering and public engagement (due to the pandemic) we are now very happy to be running our volunteering programme again and planning for more public engagement activity as 2021 progresses.

Tasks and responsibilities

The Community Grower will be responsible for the smooth running and maintenance of the Allotment Gardens to a high standard, as well as for the management of existing volunteers and additional recruitment of new volunteers. They will also be involved in an element of planning the programme of activities for the coming year, events and training within the Allotment Garden.

Specifically, the postholder will:

- Maintain the allotment gardens to a high standard.
- Plan the garden for upcoming seasons, with the volunteers including ensuring all supplies and seeds ordered.
- Supervise and support volunteers including organising monthly rota, and covering duties, where required, and attending volunteer sessions to ensure high standard of delivery.
- Support recruitment and induction of new volunteer teams.
- Organise and deliver training for volunteers in partnership with The Royal Parks.
- Plan, organise, support and/or deliver sessions targeting groups e.g. school children SEN groups and others e.g. twilight sessions (Covid-19 restrictions permitting), in coordination with The Royal Parks.
- Ensure monitoring info, relating to training sessions, is collected and provide short reports where required.
- Plan and deliver public engagement activities such as open days and outreach to engage local people in the allotments
- Support Capital Growth's training programme including Autumn 2021 training calendar.
- Liaise regularly with The Royal Parks and Capel Manor College on site staff regarding site management and session delivery.
- Input into comms for the allotment garden including social media
- Update site and activity risk assessments.
- Maintain accurate and comprehensive records and prepare reports for the project funders.
- Input into Capital Growth and The Royal Parks programmes, contributing ideas for training, events, activities and fundable projects for future years.
- Attend Capital Growth team meetings and events, represent Capital Growth's aims and objectives and input into other volunteer related Capital Growth activities.

- Promote the Allotment Gardens through social media, webpage updates and other ad-hoc requests.
- Maintain existing and develop new signage and interpretation panels on the sites.

Personal specification

Essential:

- Commitment to the principles of sustainable food and farming, including organic growing
- Experience of managing and supporting volunteers
- Experience working with diverse groups and commitment to diversity and inclusion
- Experience of organising and delivering public events
- Experience of delivering training sessions and workshops
- Working knowledge of food growing and biodiversity issues, including experience of developing planting plans for community gardens
- Excellent team working and interpersonal skills
- Good oral and written communication skills, with strong attention to detail
- Good time management and organisational skills
- Experience of working on a funded project and collecting monitoring information
- Available to work evenings/ Saturdays (limited)
- Availability to commence work in August at the latest

Desirable:

- Experience of managing a high-profile public access garden
- Experience of working with community food projects in urban areas
- Experience of contributing to websites or other communication materials
- Experience or interest in developing social media skills
- Experience of building relationships with diverse organisations
- Experience working with children and young people
- Experience of meeting funding requirements
- Understanding of health and wellbeing issues in relation to food growing
- Horticultural qualification or equivalent experience
- Knowledge of London food scene, specifically food growing
- Understanding of safeguarding issues relating to volunteer management, or willing to undertake specific training in the area

This post is commissioned and funded by [The Royal Parks](#).

Diversity

Diversity matters to us. We have a working environment where we value and respect every individual's unique contribution. Diversity helps us identify where change is needed and what is required to promote equity as well as reflect the concerns of our wide alliance of members.

We are committed to equality of opportunity and welcome applications from individuals, regardless of age, gender, ethnicity, disability, sexual orientation, gender identity, socio-economic background, religion and/or belief. We are happy to discuss and consider flexible working at the point of hire.

The postholder will contribute to the mutually supportive culture of Sustain (including staff and project participants) in which equality and diversity are not just respected but promoted.

How to apply

To apply for this position, please email recruitment@sustainweb.org the following:

- a completed [Application form](#)
- a completed [Equal Opportunities Monitoring form](#)

As we are recruiting for several positions over this period, please put **Community Grower** in the subject line of your covering email along with your name.

Deadline extended to: **12pm (midday), 30th June 2021**

The Sustain alliance is a registered charity (no 1018643) and a company limited by guarantee, which is registered in England and Wales (no 02673194). Registered office: The Green House, 244 – 254 Cambridge Heath Road, London E2 9DA