Job Description

Green Skills Apprentice, Farm Enterprise

15 hours/week (over 2 days).
6-month contract
This is a new role

1. About Cyrenians

For over 50 years, Cyrenians has tackled the causes and consequences of homelessness.

We understand that there are many routes into homelessness, and that there is no 'one size fits all' approach to supporting people towards more positive and stable futures. That's why all our work is values-led and relationships-based. We meet people where they are, and support them towards where they want to be.

Our Vision is an inclusive society in which we all have the opportunities to live valued and fulfilled lives.

Our way of working is built on our four core values, which are at the heart of all our work and decisions:

Compassion | **Respect** | **Integrity** | **Innovation**

Read more about us and our values
Read about our strategic aims

2. About the service

Cyrenians Farm Enterprise is a rural project based in West Lothian just outside Edinburgh – The project currently operates as a social enterprise distributing fruit and veg to customers in the surrounding areas through our organic subscription based veg bag scheme. In our market garden we grow much of our own produce on the land with the help of volunteers and others using organic and regenerative principals.

We also deliver a program of outdoor education and wellbeing work including the pioneering Forest and Outdoor Learning Award (FOLA). This qualification equips folk with a range of skills and experience as well as (we hope) a fantastic foundation of confidence and the life skills to progress on their chosen path, whether that is in the green skills sector or elsewhere.

The farm exists within a wider constellation of services that make up the Cyrenians family, a charity committed to tackling the causes and consequences of homelessness across Scotland. The farm addresses these issues by focussing on growing food, skills and community - our approach is person centred and values led and seeks to build resilience and sustainability into all that we do.

The Farm Enterprise sits alongside a residential Farm Community - a home for up to 8 young people and 6 residential volunteers. Some of the residents get

involved with our project and there is regular interaction. The Farm Community aims to provide stability and support, fostering positive relationships with the residents, who may be at risk of long-term homelessness. Residents are supported through key-work as well as through engaging in the volunteering opportunities and mentoring we provide at the Farm Enterprise as a means of gaining confidence, skills and work experience.

The farm is currently in an exciting new phase of development as we are improving our infrastructure, increasing the range of outdoor education and learning opportunities and working to enhance our enterprise activity – we have a number of regular volunteers who a valuable part of the farm team and operations.

Cyrenians requires all staff to be flexible in their approach and willing to help meet the needs of the charity and clients in whatever circumstances arise. We expect all staff to display care, respect and a non-judgmental approach to clients, being prepared to work tenaciously and imaginatively towards successful outcomes.

3. About the role

The Green Skills Apprentice role has been created to provide an opportunity for personal and professional development within green sector for 16–24 year-old's while supporting the farm team to deliver an exciting program of outdoor learning. The 6-month placement will provide a solid foundation of physical outdoor work experience and green-skills and seeks to empower and uplift in a compassionate and person-centered way.

You will be working alongside the staff team helping with routine farm operations, developing new infrastructure projects and supporting the delivery of the Forest and Outdoor Learning Award (FOLA) in a collaborative working environment.

As an essential part of a small working team of growers, outdoor educators and volunteers you will participate in the day to day working rhythm at the farm - you will be encouraged to take on regular responsibilities and to show initiative and adaptability when needed.

Primarily you will be contributing to, supporting and learning about the outdoor education activity at the farm, working closely with our outdoor education officer and others to develop new skills and confidence. There will also be opportunities to work with our market garden team and to become familiar with the operational side our small social enterprise.

On completion of a 6-month work and learning placement you will leave with enhanced employment opportunities and valuable experience in a variety of outdoor skills and practices, with a dynamic rural social enterprise. These will include:

Practical conservation, land stewardship, biodiversity improvements, tree and plant care and ID, woodland crafts and coppicing, basic carpentry and farm maintenance, bush-craft, nature connection, mindfulness, outdoor skills, risk

assessment, greenkeeping, sustainable horticulture, safe use of tools and machinery, reflective practice, self-led learning and personal project, landscaping and farm development, collaborative working.

Skills Development/Outcomes

You will have the opportunity to complete your own Forest and Outdoor Learning Award while here as well as participate in the following development opportunities:

- FOLA – 'Forest and Outdoor Learning Award' - SCQF Level 4/5
- Outdoor First Aid Certificate
- Progression towards industry standard tickets (NPTC Strimmer/Brushcutter Award)
- Peer support/Mentoring
- Market Gardening Experience and Farm Operations
- Support with completion of CV and guidance on positive next steps.

4. Objectives

- Farm Operations and Maintenance including grass cutting, strimming, land stewardship, sustainable woodland management basic carpentry and green-skills, basic horticulture and market gardening.
- Working collaboratively on design and construction of farm infrastructure projects.
- Maintenance of farm tools and machinery.
- Assisting farm team in delivery of educational programs.
- Adhering to safe working practices.
- Monitor key areas of risk – update health and safety protocols where appropriate.
- Engage with visitors and on-site community in a positive and considerate manner.
- Help to support delivery of our outdoor education program alongside staff and volunteers.

5. Person Specification

Have a real interest in working outdoors	Essential
Be curious and willing to learn new things	Essential
Comfortable working outside in all weather conditions	Essential
Willing to take on responsibility and make decisions with support	Essential
Able to work as part of a small friendly team	Essential
Able to travel to and from farm on working days	Essential
Able to communicate needs and ask for support/guidance	Essential

Positive attitude approaching problems in a solution focussed way	Essential
Committed to learning and personal development – willing to undertake the Forest and Outdoor Learning Award and Outdoor First Aid training.	Essential
Interest in progressing further in the green/rural employment sector	Desirable
Interest in wellbeing and exploring a relationship with nature	Desirable
Be adaptable to changes in routine and a flexible working schedule	Desirable

6. Terms and Conditions

Employer	Cyrenians
Line Manager	Farm Enterprise Manager
Working hours	15 hours per week worked over 2 days/week (Wednesday and Thursday)
Annual leave	25 days plus 10 public holidays pro rata
Salary	£21,811 pro rata (living wage). This equates to **£8,843 per annum for a 15-hour week**
Contract type	Fixed term (6 months)
Workplace	Cyrenians Farm Enterprise, 12 Humbie Holdings, Kirknewton, EH27 8DS
PVG Membership	Required (we will apply for this as part of the recruitment process)
Pension	Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme – current contributions being 5% employee and 3% employer. Option of enhanced Employer contributions to the same QWPS of 6% initially, rising to 9% after 2 years and 12% after 5 years (subject to employee contributions of 6%)
Closing date	12 noon on Monday 12th June 2023
Interview date	Wednesday 21st June 2023

Please refer to the Recruitment Information leaflet for further information about completing and submitting your application form.