

Job description

Horticultural Trainee

Qualifications and Experience:

Good level of general education with basic numeracy and literacy. Some experience gained through volunteering or work experience placement is desirable.

Accountability and Responsibilities:

Trainees will be responsible to a delegated person, nominated and agreed by the Fyne Futures Board. Trainees will commit to learning and development activities. Trainees will be responsible for following instructions that ensure their safety whilst undertaking functional duties. Trainees will at all times be respectful and helpful to the community we serve.

Main Objectives of Post

- To develop skills that will assist participant in maintaining paid employment
- To understand competence behaviours that will enhance opportunities of sustaining employment
- To gain a thorough understanding and working knowledge of Fyne Futures goods and services
- To ensure compliance of Fyne Futures policies and processes

The main job activities are as follows:

- To undertake functional activities when aligned to a specific business unit
 - Horticultural Trainee – general horticulture for food production; green box sales; grow your own vegetables
- To adhere to Health, Safety and Wellbeing requirements and work to ensure high level of H&S awareness is maintained.
- To undertake training as required by the needs of the post
- To carry out other such duties and responsibilities as may be required from time to time by the line manager.

Person Specification:

Essential skills and experience:

- Questioning and listening skills
- Willingness to develop the follow competency behaviours
 - Showing initiative that improves customer care
 - Problem solving for business effectiveness
 - Leading teams that improves performance

Desirable skills:

- Good level of education including numeracy and literacy

Personal qualities:

- Be committed to the social and community objectives of Fyne Futures Ltd
- Be a good communicator and get on well with others
- Be able to deal with the public in a sensitive manner
- Possess the ability to work unsupervised and use own initiative
- Possess good organisational skills
- Be capable of working in a team situation
- Possess a positive attitude to disadvantaged and vulnerable members of society
- Possess a desire and have the ability to promote environmental awareness with respect to low carbon living
- Possess a friendly and enthusiastic disposition

Hours:

25 hours per week – Monday to Friday for period of 26 weeks.

You may be required to work Saturdays, Public and Bank holidays with the exception of Christmas Day, Boxing Day and New Year's Day, 2nd January.

Salary:

National Minimum Wage, paid monthly

Holiday:

37 days per year including statutory entitlement (pro-rata)

Function Profile**Horticulture Trainee**

General Activities

- Grow Your Own Vegetables
- General Horticulture for Food Production Skills
- Green Box Sales

Knowledge Gained

- Understanding the right type of growing media for your seeds;
- Understanding soil type and actions needed to improve soil texture and structure; Understanding depth to plant and space required between each seed;
- Understanding of propagation of seeds;
- Understanding watering and feeding regime;
- Knowledge of plant husbandry - checking health of the plant;
- Understand threats and action to protect - pests and diseases;
- Understanding of impact of weather and plant protection;
- Knowledge of when to harvest;
- Knowledge of storage methods for seed;
- Knowledge of storage methods for crop use;
- Right tool for the right job;
- Health & Safety Awareness

Skills Developed

- Customer Service;
- Cash Handling;
- Record Keeping;
- Good observational skills;
- Dexterity;
- Measuring –
 - from setting out growing area to ensuring correct mix of feed to water;
 - from soil testing to getting compost mix correct;
- Tools use skills;
 - Tools maintenance skills;
 - Basic do-it-yourself skills - woodworking;
- Plant husbandry skills - ability to apply horticultural knowledge;

Competence Behaviours

- Showing initiative that improves customer care;
- Problem solving for business effectiveness;
- Team working that improves performance