

*The Landworkers' Alliance – A union for farmers, growers, foresters and land-based workers, striving to improve the livelihoods of our members and create a better food and land-use system for everyone.*

[www.landworkersalliance.org.uk](http://www.landworkersalliance.org.uk) / [info@landworkersalliance.org.uk](mailto:info@landworkersalliance.org.uk)



## **The Landworkers' Alliance – Accredited Training and Farmstart Project Coordinator**

**Hours:** 3 days (24 hours) per week

**Duration:** Contract to 31st October 2023

**Location:** Working remotely with the capacity for some travel

**Remuneration:\*** £17,472 gross annual salary PAYE (£29,120 pro rata). With 1.5% annual increase, subject to review. Statutory pension contribution and holiday allowance.

**Start date:** end of November or ASAP

**Closing date for applications:** Midnight 25th October

**Interview period:** Middle two weeks of November (exact date TBC) via Zoom

**Website:** [landworkersalliance.org.uk](http://landworkersalliance.org.uk)

*\*The LWA has a pay parity policy and flat payment structure, with all workers paid at the same rate.*

The Landworkers' Alliance (LWA) is a union of farmers, growers, foresters and land-based workers operating across the UK. Our mission is to improve the livelihoods of our members and create a better food and land-use system for everyone. We have a vision of a future where producers can work with dignity to earn a decent living and everyone can access local, healthy and affordable food, fuel and fibre - a food and land-use system based on agroecology and food sovereignty that furthers social and environmental justice.

We are a dynamic and vibrant organisation that is entering an exciting phase of growth. Over the coming years we aim to significantly increase our membership base and expand member support and services, scale-out our projects and programmes, significantly advance our positions in policy making and develop our internal governance and organisational capability for this ambitious stage of growth.

### **Mode of Working:**

The LWA is a members' cooperative represented by a Coordinating Group of directors elected by those members at the Annual General Meeting. The Coordinating Group steers the strategic, financial, governance and political work of the organisation and is also legally responsible for the management and operation of the LWA. Staff work in line with cooperative principles and in addition to specific job responsibilities may be required to participate in General Meetings and work teams as part of their hours, or additional paid time if needed.

The LWA does not have a centralised office and our staff work remotely but will be required to attend meetings that take place in various locations around the country. Reasonable travel costs will be covered in addition to the salary, however, this means candidates must have the skills and confidence to work remotely as part of a diverse team and a proven capacity to self-manage and work autonomously.

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We are committed to our [Equal Opportunities policy](#) and we welcome and encourage applications from anyone interested in this role who feels they have the relevant experience and skills.

### **Role overview and job description:**

For the last two years we have been working to build a Farmstart Network in the UK by bringing together new entrants and organisations offering farm incubation opportunities to support each other with training, exchanges and best practice guides, and to develop a clear picture of the training and mentoring options that are necessary to facilitate a diverse new generation of new entrants. This has been closely aligned with work aimed at creating policy to support new entrants.

Based on the successes of this project we have secured further funding for three years to develop accredited training in agroecology, build on the Farmstart Network and continue with the policy work. This will be based on the relationships developed in the last two years and take them further towards building the social networks, training and learning opportunities, social movement infrastructure and policy interventions necessary to support the next generation of agroecological farmers.

**To achieve this we are seeking to recruit a Project Coordinator to oversee delivery of the accredited training and Farmstart elements of the project.** The Project Coordinator will work with the members, staff and Coordinating Group of the LWA as well as the project partners and members of the Farmstart Network. They will also have a close relationship with campaign and advocacy roles focused on new entrants, feeding in data and content where necessary.

### **This role will include two core areas of work:**

**1. Developing accredited training in agroecology:** It is widely recognised that there is very little farm-based accredited training in agroecology. If we are to localise our food system and develop the next generation of sustainable farmers we need to address this lack and put in place learning pathways that are accessible, appropriate and thorough.

The Project Coordinator will oversee the delivery of the following elements:

- Supporting 5 – 10 farm incubation sites and farms involved in informal training to set up and teach City & Guilds level 2 courses in (Organic) horticulture.
- Work with project partners and members to develop content to be delivered alongside this on the business and management skills needed to run a successful land-based enterprise.
- Work with farmers and growers to develop the curriculum for and carry out the necessary work to set up the LWA as a registered training provider and develop an in depth, farm based level 2 and 3-4 course in agroecological farming.

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- Link this training to the traineeship program we are developing so that farms offering informal traineeships can provide accredited training alongside the placement.

**2. Farmstart Network building and exchange:** The Farmstart project, which this project builds on, highlighted the demand for and relevance of developing farm incubation models. It also showed us that network based support and exchange systems were the most effective way of creating and developing the model.

The Project Coordinator will oversee the delivery of the following elements:

- Building on the existing Farmstart Network to maintain regular support and contact with new entrants looking for farm incubation and training opportunities as well as existing and potential Farmstart sites
- Organising training sessions on setting up farm incubation sites and troubleshooting issues that emerge.

### **Person Specification:**

We hope to appoint someone for this role who has the following skills and experiences:

- A good understanding (from direct experience) of the agroecological education sector with all its specificities, opportunities and obstacles.
- A strong capacity to coordinate projects, including managing multiple activities and seeking and incorporating the input of project partners, farmers and growers.
- Experience of building up and managing a network
- A creative and positive ability to take on challenges and work out the best options for moving forward.
- A passion for agroecological farming, and increasing the quality, coherency and accessibility of training in the sector.
- The ability to work in a diverse team, develop work plans, monitor progress, self manage, work autonomously where necessary and report on work done to the Coordinating Group.
- A passion and demonstrable commitment to movement led change to develop food sovereignty and agroecology

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## **How to apply**

### **Send (max) 3 pages written response or (max) 5 minutes audio / video**

1. What experiences do you think qualify you for this role, and what skills will you bring to this work?
2. Which part of this role do you think you would find the most challenging?
3. How would you go about building and strengthening the existing Farmstart Network?
4. What do you anticipate to be the biggest challenges in running a level 3 on-farm training in agroecology?
5. What do you think are the biggest issues in informal agricultural training at the moment?
6. How would you approach developing a curriculum for a level 3 farm based course in agroecological farming?

Please also attach a short CV (max 2 pages), this can be written, or an audio or video file, and the contact details of two people we can approach for references.

Please send your application to [admin@landworkersalliance.org.uk](mailto:admin@landworkersalliance.org.uk) with 'Accredited Training and Farmstart Coordinator' in the subject heading.

We will endeavour to contact all applicants individually but as we are a small team working part-time this may not practically be possible. If you have not heard from us by mid-November please assume that unfortunately you have not been selected for interview this time.

If you have any questions, or would like to discuss any aspect of this role in advance of applying please contact Adam Payne - [adam@landworkersalliance.org.uk](mailto:adam@landworkersalliance.org.uk) and he will try his best to respond. Please email Adam well in advance of the closing date.