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| **JOB AND PERSON SPECIFICATION** |

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| **Job Title:** | Farm Manager | **Reporting to:** | Head of Farming |
| **Role Grade Level:** | Management | **Areas:** | Agrial Fresh Farms |

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| **Job Purpose:-** |
| To lead the management of all aspects of the day to day operations across multiple sites, ensuring the timely and high-quality supply of salad crops in line with agronomic plans and customer requirements. This role supports the Head of Farming in delivering crop programmes, coordinating labour and resources, and implementing continuous improvement initiatives.  The role is central to bridging farm operations and factory needs while developing a high-performing team and fostering a culture of safety, sustainability, and innovation.  All duties must be completed in accordance with site rules, legal requirements, and company procedures related to food safety, health and safety, and people management. |

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| **Must Haves:** |
| Strong technical understanding of commercial field-scale crop production and sustainability practices. |
| Cultivation techniques/soil management, Pesticide and fertiliser management. |
| Solid understanding of farm inputs, cost control, management accounts. |
| Leadership and management skills. |
| Excellent communication skills at all levels. |
| Ability to manage multiple sites and all their operations with a flexible and solution-oriented approach |
| Ability to lead teams and manage seasonal workforce needs including all welfare. |

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| **Role Specific Accountabilities:** | |
| 1. | Implement crop plans and manage weekly and monthly KPIs, flagging any risks or deviations early. |
| 2. | Coordinate and oversee all aspects of crop production including land prep, drilling/planting, spraying, irrigation, and harvesting. |
| 3. | Develop and drive clear communications lines with factories to ensure consistent supply of crops to specification and quality standards. |
| 4. | Plan and forecast seasonal labour requirements with the team and ensure operational teams are properly resourced and trained. |
| 5. | Support trials and technical development initiatives, working with agronomists, seed breeders, and technical leads. |
| 6. | Implement new farming technologies and contribute to the identification and delivery of capex investments. |
| 7. | Maintain strong relationships with landlords and ensure legal and sustainable use of land and water. |
| 8. | Champion Health & Safety compliance and embed a proactive safety culture on all sites. |
| 9. | Ensure compliance with all technical, environmental, ethical and welfare standards across farm operations. |
| 10. | Provide regular reporting on crop progress, costs, and performance to the Head of Farming. |
| 11. | Oversee on-farm facilities including seasonal worker accommodation, ensuring high standards and compliance. |
| 12. | Contribute to budget planning, cost tracking, and operational forecasting. |
| 13. | Ensure timely and accurate processing of purchase orders, invoices and farm records. |
| 14. | Proactively identify and pursue relevant agricultural grants and external funding opportunities to support innovation and CAPEX projects. |
| This list of accountabilities is not intended to be exhaustive but gives a general indication of duties and responsibilities. All employees are expected to work in a flexible manner and acknowledge that duties not specifically covered in their job description are not excluded. | |
| **Core Requirements when undertaking the role:-** | |
| 1. | Confidently lead and inspire people and individuals using exceptional management skills being both approachable and credible. |
| 2. | Communicate effectively both in writing and verbally to influence high standards of service and delivery. Make quick confident decisions whilst under pressure. |
| 3. | Show integrity and confidentiality in respect of your role and business information/affairs. Ensure General Data Protection Regulation (GDPR) is adhered to at all times. |
| 4. | Demonstrate tasks and accountabilities competently at all times and carry out any other duties, commensurate with the role, as directed by the management team to meet the objectives of the business. |

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| **Health and Safety Responsibilities** |
| To ensure company and statutory Health and Safety regulations and requirements are met at all times. |
| * Help manage the Farms safety management system, ensuring full compliance across all activities. * Help define health and safety objectives for the farm. * Collaborate with other BUUK safety teams and the NFU advisor to drive the safety culture across the farm * Uphold company and statutory Health and Safety requirements across all farm operations. * Contribute to the development of safe working practices and ensure teams are well trained in risk management. * Drive behavioural safety standards and champion continuous improvement on the ground. * Participate in investigations and implement corrective/preventive measures for incidents or near-misses. * Support and engage the seasonal workforce in safe working behaviours and welfare. |
| General:   * Demonstrate their exemplariness and are uncompromising when it comes to compliance with operational rules and health and safety procedures within their area of responsibility. * Visibly demonstrate their health and safety involvement on the ground. * Are attentive to employees’ needs, particularly on health and safety issues. * Validate exemplary behaviour/actions and celebrate good health and safety results. * Communicate regularly on health and safety issues. * Encourage employees to report minor accidents, near-accidents and hazardous situations, as well as ideas for improvements. * Ensure that health and safety rules are applicable, known, understood and followed. * Trigger the disciplinary process whenever necessary. * Implement a proactive health and safety culture; |
| Within your scope of work:   * Ensure that risk assessments are carried out for their teams, activities, work environments and new projects. * Ensure that the main regulatory health and safety requirements applicable to their area of responsibility are identified, complied with or subject to a compliance plan. * Participate in devising health and safety measures and operational rules and ensure the implementation of action plans within their area. * Ensure that employees are properly trained in job performance and risk control. * Actively participate in analysing the causes of the most significant events (serious accidents or near-accidents). * Define corrective and preventive health and safety measures and ensure their relevance and implementation. * Carry out field discussions with employees on the human aspects of prevention (Behavioural Safety Visits, STOP observations, etc.). * Participate in employee information and communication initiatives (e.g. Prevention Minutes, Safety Contacts, etc.). * Support and assist their local managers with their health and safety management practices. * Ensure the involvement of employees in all these various health and safety processes. |

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| **EPIC Values** | | | |
| **Excellence** | **Positivity** | **Innovative** | **Co-operation** |
| * Set and maintain high standards. * Be accountable and lead by example. * Encourage continuous improvement. * Work with integrity – winning the right way. * Have pride and passion in what we do. * Actively develop people. | * Have a can do attitude. * Act as ambassadors for our business and departments. * Be tenacious. * Have a belief in ourselves and our teams. | * Inspire and promote creative thinking. * Drive ideas and innovation in all areas of the business. * Encourage input from all. * New ways of working. * Agility to change. * Entrepreneurial spirit. | * Put teamwork at the heart of everything we do. * Promote sharing and best practice across teams both in the BU and in the Group. * Be engaged – one team, bought into common goals. * Show respect for the individual looking after our employee’s wellbeing. * Driving sustainability. |

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| Job Holder Name: |  |
| Job Holder Signed: |  |
| Date: |  |