



Job Title: Head Grower (Applications for job share welcomed)

Closing Date: Monday 5th October 8am

Interviews: Monday 12th and Tuesday 13th October

Start Date: Flexible November 2026 - January 2027

Hours: 5 days a week, Monday-Friday (with occasional Saturdays time taken in lieu)

Job share applications are welcome and may be available depending on suitable applicants

Contract: Permanent contract

Probationary period: 3 months

Current Salary: £34,478 FTE (£17.68 / hour) *May be subject to change following pay policy review due in October (candidates will be notified of any potential changes prior to interview)*

Location: Sutton Community Farm, SM6 0SH

All candidates must have the right to work in the UK.

<https://www.suttoncommunityfarm.org.uk/work-with-us>

Sutton Community Farm

Sutton Community Farm is London's only community owned fruit and veg farm, growing more than 15 tonnes of fresh food every year and delivering fruit and veg to 400+ households on a weekly basis. Our business model supports the livelihoods of many other organic farmers through trade, and our online farm shop delivers fresh, organic food across south London.

We have many links to the local community and support other charity organisations such as Food Banks and Community kitchens through our Veg for Charity initiative. Having a positive social and environmental impact is core to our mission, alongside providing opportunities for local people, and supplying nature-friendly food to many homes in our local community.

Each week we welcome up to 80 local volunteers to get involved in all areas of farm activities. All aspects of the farm – our ownership, labour force, and beneficiaries – are embedded in the community.

See our website for more information: [suttoncommunityfarm.org.uk](https://www.suttoncommunityfarm.org.uk)





The Role and Key Responsibilities

We are looking for an exceptional food grower to help steward our farm into its next era alongside a team of growers. Someone who has enthusiasm and energy for continuing to develop our farming practices in line with organic principles, to care for the land, the people and the wider farm ecosystem.

The successful candidate will be excited to help shape what this new era should look like; what we should be growing, how we should be growing it, what processes need developing. You will have a good understanding of how to balance the financial sustainability of the growing operation alongside our key values of community connection and best environmental practice.

We can be flexible about how this role looks within the team, and how the following responsibilities are shared depending on your skills, experience and interests.

- Growing a range of no dig polytunnel (about 1000m²) & minimum tillage mechanical (with tractor) field scale vegetable crops, and fruit trees organically all year round on 7 acres
- Growing team coordination and management, including line management, recruitment and training of trainees and other growing team staff
- Crop planning and financial forecasting of income from the growing operation
- Coordinating internal (vegbox) and external (wholesale) sales of produce
- Leading on all aspects of sowing and raising transplants, weeding, ground preparation, harvest, packing & storage of produce
- Maintenance of the growing and site infrastructure
- Delivery and development of training and learning opportunities
- Facilitation of crop production volunteering sessions, including leading groups of volunteers to carry out crop production tasks
- Communicating & working in partnership with other growers, wider staff team and our committee members
- Working at our annual large public facing events at the farm, e.g. delivering farm tours, workshops and engaging with the public
- Continual development of our farming practices in line with organic principles and emerging best practice for soil health
- Taking a full and active role in the development & evolution of Sutton Community Farm
- Saturday work to run volunteer days, approximately once every 2 months
- Ensure compliance with organic certification standards and other relevant regulations, including record-keeping and managing annual inspection



Our Ideal Candidate

- Has multiple seasons of experience (ideally 3 or more) managing a commercial organic veg growing operation, all year round, at scale, with field and covered crops
- Has the following technical skills:
 - Tractor & machinery experience
 - Infrastructure maintenance skills - polytunnels, irrigation, general site
 - Mechanical repairs skills
 - Good Excel skills and proficiency in tracking yields
- Practices and promotes healthy working habits
- Communicates empathically and clearly
- Thrives working with people of all ages and abilities
- Organisational skills to maintain efficient processes - to manage complicated and challenging workloads, and balance the competing priorities of production, teaching and wellbeing of staff and volunteers
- Empowers and encourages people to thrive at the farm
- Enjoys physically strenuous, practical work
- Has experience in teaching
- Delegates work and responsibility appropriately
- Feels enthusiastic about participating in feedback and cooperative decision making processes
- Has good self awareness- knowledge of how you like to work in a team, how you like to support others and be supported

We understand that this is a vast and varied skillset and if you think that you would be an excellent candidate for the role, but recognise that there are some areas where you would require further training, please do still consider applying.

About our Growing Team

We grow organically on 7 acres, a range of minimum tillage field scale veg and intensive no dig polytunnels, as well as agroforestry and trained fruit trees. We involve volunteers in many different aspects of production, with sessions running on almost every day of the week. We have a well established 6 year rotation outdoors, and sell predominantly into our own online farm shop (approx £50-£60k in wholesale value), as well as external wholesale of year-round salad and other high value produce (approx £20-£30k).

In our farm community, we are working to cultivate a culture of care, and are exploring how best we can look after the people on the farm, as well as caring for the land.

This includes:

- Encouraging awareness of our own changing energy and capacity, and allowing for flexibility within our working practices to respond to this
- Encouraging us to know our boundaries and cultivate a healthy work-life balance



- Being willing to give and receive feedback in order to build understanding of each other and our needs

The team currently consists of one head grower, two growers and one paid trainee in her second year of the traineeship. While some responsibilities sit solely with the head grower, on the whole we aim to work collaboratively and distribute responsibilities, to enhance the learning experience of our team. Our current head grower is due to step down and so we are looking to replace this level of experience in the team. We are open to recruiting an additional head grower in the coming season, so that this could be a shared leadership role.

A note on our dynamic roles: Sutton Community Farm's roles are defined to a certain extent, and our staff understand their key responsibilities and aims when they start. However, the shifting priorities of the farm and our small team demand flexibility, and we don't want to restrict people by their title or their function. We regularly review the farm's strategy, and give all staff the opportunity to shift to roles which align their skills and interests with the needs of the farm.

We are currently looking at different models for our farm to try and achieve a sustainable operation, whilst delivering on our purpose. Therefore some roles and responsibilities may be subject to change as we explore this further, but we consider the Head Grower role as vital to continuing food growing on our site with many core responsibilities remaining unchanged.

Benefits

- 45% staff discount on the farm's online shop
- 3% Employer contribution to Pension Scheme
- Personal training budget, for relevant training or conferences
- 25 days paid holiday + bank holidays pro rata
- Access to our contracted mental health support service

Our Team

Diversity matters to all of us at Sutton Community Farm. We have a working environment where we value and respect each person'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 community.

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 committed to our [Equal Opportunities Policy](#) and we have taken steps to ensure our application process and workplace promote equality and inclusion, for example:

- Actively supporting flexible working, part time roles and job shares
- Staff-led training and initiatives on subjects of anti-racism, equality and inclusion
- Access to interest free loans to assist with travel expenses or similar
- Developing a safer spaces agreement for our farm community



We are continuously reflecting on the way that we recruit, and welcome any feedback.

Application Process

If you have any questions about the role or the application process, please contact our Head Grower, Naomi via e-mail: farmers@suttoncommunityfarm.org.uk

- To apply, please submit your CV (including your phone number) and a response to the following questions (max two sides) by Monday 5th October at 8am:
 1. What draws you to the role of head grower at Sutton Community Farm?
 2. How do your skills and experience compare to that of our ideal candidate outlined above?
- You can also choose to respond by video (approx 2-5 minutes) if you prefer. If so, please still submit a CV by Monday 5th October at 8am.
- Please also fill in our [Equity and Representation Monitoring form](#) (this is not compulsory, and information will only be used in aggregate to monitor who we are reaching).
- We will aim to respond by Thursday 8th October
- Shortlisted candidates will be invited for a tour of the farm, and to attend an interview on Monday 12th or Tuesday 13th October.
- Candidates that are invited to attend interviews will be asked to provide reference contact details.