

# JAMIE'S FARM

## Recruitment pack



### Job title

Partnerships Manager

### Salary

Pay band: £33,250 – £40,170  
depending on experience

### Location

Jamie's Farm HQ, Bath (Hill House Farm, SN13 8QA)

### Reports to

Senior Partnerships Manager

### Application deadline

9am Monday 20<sup>th</sup> April

### Direct reports

None

### Interview dates

w/c 27<sup>th</sup> April

### Start date

ASAP

### Full Time

Full-time (37.5 hours), but part-time (0.8FTE) also considered



**We're a charity  
equipping  
young people  
to thrive**



A single opportunity,

belief and support...

that's all it took

to change

my life



## About Jamie's Farm

### Charity overview

Jamie's Farm runs therapeutic farm-based programmes for young people who are struggling to thrive at school or at home. Small groups take part in a 5-day residential or a series of day visits, becoming part of farm life and taking on meaningful, practical tasks within a supportive environment. This experience builds confidence, strengthens relationships and helps young people see themselves more positively. Our work continues beyond the visit through follow-up support with partner schools to help ensure the impact lasts.

Founded in 2009, Jamie's Farm has grown from one farm to seven, supporting more than 18,000 young people across England and Wales.

We are continuing to expand our reach and impact, including developing our Skipton farm to host residential visits in the north, exploring day visit hubs and working more closely with schools to strengthen how they support young people. Alongside this, we aim to play a stronger role in advocating for the needs of young people nationally.

### Our vision

**Young people facing challenges are better equipped to thrive**

**Two thirds**

of teachers have become **increasingly concerned** about **pupil mental health and wellbeing**, yet a quarter of classroom teachers do not feel confident in supporting them.\*

**Over 1 in 4**

secondary pupils were **persistently absent** from school in the 2023/24 academic year.■

The UK has the **lowest overall life satisfaction**

of 15-year-olds and the largest disparity in life satisfaction between the most and least disadvantaged.\*

The Pearson School Report 2024  
Of 27 European countries, PISA, 2022  
DfE: Pupil absence in schools in England, 2025

## Our mission

**We exist to transform the lives of young people who aren't thriving at school or home, through our unique residential programme built around our core elements of Purpose, Belonging and Reflection.**

We also aim to influence the education system by enabling systemic change through spreading our approach. We do this by training teachers and other professionals in multiple sectors to engage more effectively with young people in their care as well as informing and supporting parents and society at large to enable all young people to thrive.



### Discover more on our socials

-  [jamies\\_farm](#)
-  [Jamie's Farm](#)
-  [JamiesFarm](#)
-  [cultivatingchangeuk](#)
-  [jamies.farm](#)
-  [Jamie's Farm](#)

## Our values

Our values guide everything we do. We seek to ensure that even as the charity grows, we maintain the unique culture that we have established across our farms – a culture that is grounded in strong relationships, high standards and a can-do spirit, and which supports and challenges us to be the best of ourselves.



# Working at Jamie's Farm

At Jamie's Farm, our people are at the heart of the impact we create. Working here means being part of a team that cares deeply about young people, about each other, and about the difference we can make together. Our 'staff offer' comes to life through these three 'pillars':



## Purpose

We exist to transform lives and every role at Jamie's Farm contributes directly to that mission.

Our work is inspiring, impactful and sometimes challenging. We value the resilience and professionalism of those who choose to do this work, and aim to ensure that meaningful and fulfilling work remains at the heart of everything we do.

**Meaningful, purposeful, rewarding work**



## Belonging

We're a caring, collaborative community where there is real joy in the relationships we build and in the daily rhythm of life on our beautiful working farms.

Through trust, accountability and mutual respect we support and challenge each other to be our best and are committed to a workplace where everyone feels welcomed, heard and able to thrive.

**Culture of care, trust & commitment**



## Reflection

We recognise the care, energy and commitment our work requires and are dedicated to supporting our people to thrive.

We create space for learning, development and reflective practice and our aim is for everyone to grow personally and professionally, whilst staying connected to what matters most: our mission and impact.

**Supporting learning, development & wellbeing**

## What you can expect

### Our community

We take immense pride in our vibrant community spirit, embodied by our generous, passionate and dedicated team. We come together at various points throughout the year - our staff parties and annual away days to the Brecon Beacons are firm favourites. These help to foster the strong sense of camaraderie that runs across the seven locations we operate. And the daily rhythm of farm life helps create bonds that help make our charity a thriving community.

### Training and development

We're committed supporting the growth of every team member and actively encourage staff to take ownership of their roles. In practice, that means regular check-ins with your line manager, annual performance reviews that discuss development opportunities, and access to CPD and specialist training appropriate to your role. Regular therapeutic supervision is also available for those working directly with young people where greater personal support may be needed.

## Pay and progression

We're committed to fair, transparent pay, balanced with the responsible stewardship you'd expect from a charity. Our pay banding structure ensures your salary reflects your responsibilities, and progression within bands is determined by tenure, additional responsibilities, outstanding performance and additional qualifications. Bands are reviewed annually against market benchmarks and inflation allowing us to stay responsive to industry standards.



## Inclusion / DEI

At Jamie's Farm, we believe people do their best work when they can bring their authentic selves to the workplace. We are committed to creating a culture of belonging, where every member of staff feels respected, supported and able to thrive. We value the diverse backgrounds, perspectives and experiences within our team and work to ensure that everyone can contribute meaningfully, free from barriers and discrimination. This commitment is underpinned by specific DEI (Diversity, Equity & Inclusion) initiatives which form a key part of our strategic plan, and by regular consultation with staff to ensure that we continue to improve our practice.



## Sustainability

Our farms are living examples of environmental responsibility and regenerative agriculture. We are committed to caring for the land, maintaining the highest standards of animal welfare, reducing our environmental impact, and producing high-quality, sustainable livestock.

We are embedding regenerative farming practices, investing in low-carbon and renewable solutions, and strengthening the connection between our farms, the food we grow, and the experiences of our visiting young people. Sustainability is central to how we work, make decisions, and create safe, beautiful, and resilient farm environments.

## Farm overview

### Jamie's Farm Bath (HQ)

Located just outside the historic city of Bath, Hill House Farm is the heart of Jamie's Farm, serving as our first permanent home and the central hub of our operations. Situated close to the family residence of our founders, Jamie and Tish Feilden, where our pilot programme initially began, Hill House Farm benefits from strong relationships with local farmers, organisations, and the wider community.

Our headquarters office and operations team are based in the loft of a beautifully converted barn, offering a unique and inspiring workspace. The team shares the farm environment with the Delivery team, visiting staff, and young people who come to the farm. The site boasts a variety of livestock, expansive green spaces, and a produce garden, creating a truly unique workspace.

Additionally, Hill House Farm is surrounded by picturesque walking routes and footpaths, providing the perfect setting for refreshing lunchtime walks. Our location not only enhances the work experience but also provides the perfect setting for our welcoming community.



#### Meet the HQ team



#### Where this role is:

Hill House Farm  
Ditteridge  
Box  
SN13 8QA

# About the role

## This role



### Operations

Our programme wouldn't be possible without a hive of hidden activity. Our Operations team look after our fundraising, communications, IT, finance, Impact measurement, house lets and Partnerships/business development. They ensure the smooth running of the charity, securing our future financially and spreading our message. Although not directly working with young people, there are opportunities to support out on delivery when we have larger groups staying. All staff are encouraged to spend a week immersed in the programme at the start of their employment too.

## Other teams across the organisation



### Farming

Farming is at the heart of all we do. The purposeful nature of our farming activities in the beauty of these rural environments is the catalyst for the transformation we see in the young people that visit. We pride ourselves on the stewardship of our land, in the careful nurturing of our animals, in seeing the sense of purpose and satisfaction our visitors get from hard work, and in ensuring our farming enterprises are good for business. Our Farm Managers drive this crucial strand of our work forward.



### Delivery

Our Delivery teams are made up of people with a wealth of experience from a variety of backgrounds. We have ex-teachers, carpenters, farmers, therapists and social workers...the list goes on! Every week they welcome our visiting young people, working alongside them, modelling relationships and supporting them in the daily tasks whilst enabling them to see themselves differently. Labels and preconceptions are left at the farm gates. The farm is a fresh start and our delivery teams are paramount in making the experience a transformative one.



### Housekeeping

Our farmhouses and indoor spaces are purposely homely, cosy and inviting. We stray away from the institutional décor and set-up of schools and other residential trips. We have bedrooms instead of dormitories, large tables to sit together for all meals, comfy sofas and toasty fires. Ensuring our spaces are looked after and a welcoming space is made possible by our dedicated team of housekeepers. Not only is this critical for the day-to-day running of our programme, but this team is also essential for our house lets business – securing significant funds to support the charity.

## Role overview

The role of Partnerships Manager is to connect Jamie's Farm with the young people we serve. The successful candidate will seek out new partners who work with our target young people, be they schools, alternative provisions, local authorities or other charities from across the country.

The Partnerships Manager will develop new partnerships with these organisations, promoting our programmes and working out how Jamie's Farm can best support the young people they are working with. They will also support partners through every step of the booking process, from first contact onwards, helping new partners to overcome any obstacles they face.

In a fast growing and developing charity, this role is absolutely vital. If we are not able to engage with suitable partner organisations, we are not able to carry out our charitable mission and have a positive impact on young people. The charity have opened two new farms in the last few years, which has increased our capacity to support young people by 50%. This has been done in response to the growing need of young people and increased demand for our work.

We are now looking to develop new partnerships throughout the country to ensure our additional capacity can be put to the best possible impact for young people. Our new Partnerships Manager will be supported by our very experienced Senior Partnerships Manager, who leads this function. They will work in a vibrant and busy operations team, who support every element of the running of the charity.

## Main Responsibilities

**Working as part of the Partnerships Team, responsibilities include, but are not limited to:**

### School Bookings

- **Lead Bookings:** Manage bookings from new partners, including schools and other youth organisations, to ensure all farms are fully booked with target young people.
- **Income Targets:** Achieve annual income targets for each farm to support financial sustainability.
- **New Partner Recruitment:** Attract new partners for new farms in Skipton and Lower Shockerwick (near Bath), supporting marketing strategies.
- **Project-Specific Recruitment:** Recruit partners for specific projects, including schools from Westminster, Ealing, Bristol, and groups of asylum-seeking young people.
- **Relationship Management:** Together with the Senior Partnerships Manager, develop and maintain relationships with major partners such as academy chains, local authorities, and other charities.
- **Collaboration:** Collaborate with Heads of Farms and Visit Coordinators to transition new school relationships and ensure all booking details are communicated effectively.
- **Marketing Strategies:** Develop and implement marketing strategies and materials to promote Jamie's Farm, supported by the communications team and external designers.

- **Support Resources:** Provide resources and tools to Heads of Farms and Visit Coordinators to maintain existing partner relationships, secure repeat bookings, and expand academy trust relationships.
- **CRM Management:** Keep the Salesforce CRM system updated and use it consistently for business development and bookings.
- **Representation:** Represent the charity at conferences and events across the country to increase awareness of our work.

### **Other Earned Income**

- **Farm Visits:** Oversee the booking and occasionally the delivery of income-generating farm visits, including away days, training days, site hire, and other events.
- **Revenue Initiatives:** Lead additional revenue-generating initiatives, potentially including CPD offerings.

## **Experience and skills**

- Strong business acumen and entrepreneurial spirit.
- Clear, confident communicator adaptable to diverse external audiences, both written and verbal.
- Passionate about Jamie's Farm's vision, mission, and methodology.
- Warm, friendly, and personable, quickly engaging new partners and building connections.
- Determined and motivated to see processes through from start to finish.
- Organized and systematic, ensuring no opportunities are missed.
- Innovative in developing and implementing new strategies to engage potential partners.
- Proven experience in forming long-term partnerships.
- Collaborative team player in a fast-paced environment.
- Embraces and represents Jamie's Farm's values, both internally and externally.

## What we offer

- Competitive salary, dependent on experience, with transparent pay bands & regular benchmarking
- Generous Pension Contribution
- 35 days annual leave (including bank holidays)
- Nutritional meals provided and enjoyed with the team when on site
- Use of company mobile phone and laptop
- Opportunity to be part of a dynamic and supportive team culture
- Stunning, rural working environment on a working farm
- Regular CPD and specialist training

## To apply

We strongly encourage candidates from all backgrounds, abilities and experiences to apply. Please complete the Application form and Equal Opportunities Form via our website [www.jamiesfarm.org.uk](http://www.jamiesfarm.org.uk) and send to **recruitment@jamiesfarm.org.uk**.

If you'd prefer to submit a video application rather than a written application, please send a link to the video to the above email address.

## Timeline

- Closing date: **9am Monday 20<sup>th</sup> April**
- Interviews: **First round w/c 27<sup>th</sup> April**
- Start date: **ASAP**

Due to the nature of our work with young people, on acceptance of offer all Jamie's Farm employees are subject to an enhanced DBS check in accordance with our Safeguarding Policy.

We will carry out an online search as part of our due diligence on all shortlisted candidates to identify any publicly available incidents and instances that we may wish to explore further at the interview. It is an offence to apply for this role if the applicant is barred from engaging in a regulated activity relevant to children.



# “What do I like most about working at Jamie’s Farm?”

The mission and ambition of the charity. The fact we make a real and tangible positive impact on the lives of young people. The fantastic people and the beautiful environments in which we work. The can-do attitude of everyone. The ability to just change things and make things better.”



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