



# Jamie's Farm Recruitment pack

**Job title**

Partnerships Manager (Maternity Cover)

**Salary**

Pay band: M2 - Manager - £31,500 - £36,750

**Location**

Hill House Farm, Ditteridge, Box, SN13  
8QA

**Reports to**

Head of Operations

**Application deadline**

9am Monday 22nd July

**Direct reports**

None

**Interview dates**

Thursday 1st August

**Start date**

Late September



**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

### Our vision

**Vulnerable children nationwide will be better equipped to thrive during their secondary school years and beyond.**

**5 children**

in a classroom of

**30**

are likely to have a mental health problem ▼

**Only 43%**

of disadvantaged pupils reach the 'expected standard' in reading, writing and maths\*

**1.6 million**

pupils were persistently absent during the 2021/22 academic year ■

### 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 Farming, Family, Therapy and Legacy.**

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.

## Charity overview

At Jamie's Farm we believe in the innate potential and good in every young person, no matter their background or life experiences. Our programme offers a preventative solution to empower young people to change course. Small groups of young people are immersed into farm life during a 5-day residential, or series of day visits, tackling real jobs with tangible outcomes, within a supportive family environment; this encourages cooperation, boosts self-esteem and builds positive relationships. A visit to Jamie's Farm does not end when young people leave; our legacy strand ensures we work in partnership with all our schools to ensure impact lasts.

Since our inception in 2009 we have experienced significant growth, expanding from one Farm to five and supporting more than 13,000 young people across England and Wales. We have an ambitious strategic plan over the coming years, including opening two more residential Farms in the next two years, improving the practice of education professionals and becoming a leading voice in advocating for the needs of young people which are ever-growing in the face of today's societal challenges.



### Discover more on our socials

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

## Our values

Our values guide everything we do at Jamie's Farm. We seek to ensure that even as the charity grows, we are able to maintain the unique culture that we have established across our farms – a culture that is based on an optimistic can-do spirit, and which supports and challenges us to be the best of ourselves.



## 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 programs 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 provides the perfect setting for our welcoming community.



#### Meet the HQ team



#### Where this role is:

Hill House Farm  
Ditteridge  
Box  
SN13 8QA

## Our community

At the heart of our charity lies a vibrant community spirit, embodied by our dedicated team. We take immense pride in fostering a strong sense of camaraderie that transcends the seven locations we operate in England and Wales. Despite geographical spread, we remain steadfast in our commitment to unity, coming together as one cohesive team throughout the year. The celebrations at our staff parties and annual away days to the Brecon Beacons stand out as cherished highlights on our calendar, illustrating the bonds that make our charity a thriving community.



## Training and development

We aspire to be a catalyst for personal and professional growth. Central to this is our commitment to the continuous training and development of all our team members. We proactively evaluate and refine our initiatives. Our annual performance reviews play a pivotal role in identifying areas where team members may seek development opportunities. We actively encourage our staff to take ownership of their roles, enabling a culture of creativity that empowers both individual progression and collective advancement.



## Pay and progression

Jamie's Farm maintains a transparent pay banding structure that ensures payment is aligned with the responsibilities outlined in each role. Progression within these bands is determined by factors such as tenure, assumption of additional responsibilities, outstanding performance, and the attainment of additional qualifications. Furthermore, our salary band structures undergo an annual review through market benchmarking and inflation, allowing us to stay responsive to industry standards and adjust as needed.

## Diversity, Equity & Inclusion

At Jamie's Farm, our commitment is for everyone to thrive, irrespective of their background. The cornerstone of this commitment is our dedicated work on Diversity, Equity and Inclusion (DEI). In line with this commitment, we have recently established a DEI committee and forged a partnership with a DEI consultant. Together, we are diligently working to fortify our practices in this area, ensuring Jamie's Farm is not only a welcoming space but an inclusive environment where everyone can contribute, work and find enjoyment without barriers.

## Sustainability

Jamie's Farm understands the interconnectedness of climate change and environmental crisis. With this awareness, we acknowledge our responsibility to diminish our carbon and environmental footprints, positioning ourselves as a conscientious and responsible charity. Following a comprehensive carbon audit, we are actively implementing measures to mitigate the impact of our operations. In the coming years, we are committed to the installation of energy-saving technologies across our farms, exemplifying our dedication to sustainability.

We are passionate about embracing regenerative farming methods and employing a diverse range of sustainable agriculture techniques. These practices not only contribute to reducing our ecological impact but also create environments where wildlife can flourish. Through these initiatives, we strive to be an example for positive environmental change within our community and beyond.



# About the role

## How you will contribute to the Jamie's Farm strategy

This is a full-time maternity cover position offered on a 12-month fixed-term contract. The successful candidate will need to be at Hill House Farm at least three days per week and will also travel regularly to build connections with potential partners and foster relationships across all our farms. Attendance at conferences and events is required to help raise our profile.

Jamie's Farm is rapidly expanding to meet the growing needs of young people across the UK. The pandemic's legacy, increasing mental health challenges, and the cost-of-living crisis have amplified the demand for our support. With our existing farms at full capacity, our strategic plan focuses on increasing our capacity and geographical reach to help more children from diverse communities during Jamie's Farm's second decade.

The Partnerships Manager will be instrumental in the next phase of Jamie's Farm's growth. Our new farm in Skipton began day visits in April 2023 and is being developed into a residential facility. Additionally, we have acquired a second farm near Bath, currently under development. Together, these sites will enable us to work with an additional 80 partners and support nearly 1,000 more young people annually.

The primary responsibility of the Partnerships Manager is to identify and cultivate new partnerships. This includes building relationships with schools, local authorities, academy chains, and other charities nationwide, highlighting the benefits of Jamie's Farm programmes, and facilitating visits. The role also involves collaborating with the HQ team to develop and expand other income streams, which directly subsidise our visiting groups of young people.



# About the role

The Partnerships Manager role is based within the Operations team and will work closely with members of the Delivery team to ensure strong and supportive partnerships within our own team and beyond.

## 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 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 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.



### 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.



### 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.



### Housekeeping

Our farmhouses and indoor spaces are purposely homely, cosy and inviting. We stay 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.



# Main responsibilities

Responsibilities include, but are not limited to:

## School Bookings

- **Lead Bookings:** Manage bookings from new partners, including schools and other 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 farms in Skipton and Lower Shockerwick (near Bath).
- **Project-Specific Recruitment:** Recruit partners for specific projects, including schools from Westminster, Ealing, and groups of asylum-seeking young people.
- **Relationship Management:** 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 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 and farm product sales.
- **Marketing and Development:** Assist in the marketing and business development strategy for other earned income streams, including house rentals.

# Experience and skills

- Strong business acumen and entrepreneurial spirit.
- Clear, confident communicator adaptable to diverse external audiences, both written and verbal.
- 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.
- Passionate about Jamie's Farm's vision, mission, and methodology.
- Warm, friendly, and personable, quickly engaging new partners and building connections.
- Embraces and represents Jamie's Farm's values, both internally and externally.

## What we offer

- Competitive salary, dependent on experience.
- A beautiful and unique working environment
- All lunches provided and enjoyed with the team when working on-site
- An optional mobile phone provided for work use
- Flexible working offered with 2 optional work from home days
- 35 days annual leave (including bank holidays)
- A generous Pension Contribution
- Opportunity to be an integral part of a dynamic and supportive team culture.

## To apply

At Jamie's Farm, we recognise the importance of diversity and representation in our workforce, and as such are eager to encourage applications from candidates who are currently underrepresented in our organisation.

Please complete the Application and Equal Opportunities Form via our **website by 9am Monday 22nd July** and send to [recruitment@jamiesfarm.org.uk](mailto: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 [recruitment@jamiesfarm.org.uk](mailto:recruitment@jamiesfarm.org.uk).

Please be aware successful candidates will be asked to deliver a short presentation upon interview. References will be taken for all shortlisted candidates.

## Timeline

- Closing date: **9am 22nd July**
- Shortlisting: **Thurs 25th July**
- Interviews: **Thurs 1st Aug**
- Start date: **Late Sept**

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.



**“I love the variety of working at Jamie's Farm. I work with animals, young people from all walks of life, visiting staff and my fantastic team, and all of them bring something uniquely rich to my working day.”**



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