



Recruitment pack

**Job title**

Senior Finance Manager (Part Time)

Salary

Pay band M3: £39,780 - £44,880 (pro rata)

Location

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

Reports to

Head of Operations

Application deadline

9am Tuesday 1st September 2026

Direct reports

None

Interview dates

Thurs 10th Sept (in person)

Start date

Sept/Oct 2026

Permanent, Part Time

3-4 days per week (0.6-0.8FTE)



**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 20,000 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](#)
-  [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 to 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.

Training and development

We're committed to 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, and access to CPD and specialist training relevant to your role.

Therapeutic supervision is also available for those working directly with young people.

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

We believe people do their best work when they can bring their authentic selves to work.

We value the diverse backgrounds, perspectives and experiences within our team and are committed to a culture of belonging, where everyone feels respected, supported and able to contribute meaningfully, free from barriers and discrimination.

This commitment is underpinned by specific DEI (Diversity, Equity & Inclusion) initiatives in our strategic plan, and regular staff consultation to ensure we keep improving.



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

Jamie's Farm is a fast-growing charity, having increased its number of sites by 50% in two years. Our small finance team is at the heart of the charity's operations, enabling everything the charity does. Working closely with the Head of Operations and alongside the Assistant Management Accountant, this role supports leaders and teams across the charity, ensuring they have the financial information, resources and insight needed to plan and operate effectively.

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 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 purpose

This role leads on many of the core accountancy functions of the charity, including producing accounts and high quality management information, managing payroll, invoicing our partners and managing cashflow. It has a broad remit, from managing our audit and compliance, to ensuring we have the money we need, when we need it.

It is a practical, hands on role for someone who wants a varied job which has real impact and meaning in a charity supporting some of the most disadvantaged young people in the country.



Key Responsibilities

- Management Accounts - prepare monthly management accounts, including posting all month end movements.
- Payroll – process payroll monthly, liaising with our external payroll bureau, setting up all staff payments. Oversee pension contributions to our group pension scheme.
- Invoicing – invoice our partners for services provided. Ensure invoices are paid according to contractual terms.
- Cashflow – prepare weekly cash flow forecasts.
- Statutory Accounts – lead on the production of annual statutory accounts.
- Audit – lead on the annual audit, ensuring the process runs smoothly and our auditors receive all information they require in a timely fashion.
- Fundraising – contribute to budgets being prepared as part of fundraising applications, contribute to reporting to funders as part of evaluation and monitoring of grants.
- Payment Runs – set up all payments on fortnightly payment runs.
- VAT – complete and file VAT returns and any other returns required by HMRC.
- Filings – complete filings to the Charity Commission and Companies House.

Experience & Skills

Essential Criteria

- Embraces Jamie's Farm's mission and values of professionalism, positivity, passion, collaboration and generosity.
- Hands-on accounting experience - Significant experience working in a similar role in an equivalently sized or larger organisation.
- Experience of producing management accounts, cashflow forecasts and management information.
- Experience of contributing to statutory accounts and preparing for an audit.
- Accountancy Qualification – Full or almost complete qualification through an accredited body (ACCA, CIMA, AVA, CIPFA).

Desirable Criteria

- Experience of charity accounting, including an understanding of the Charity SORP.
- Experience of using Xero and Salesforce.
- Experience of filing complex VAT returns.

What we offer

- Competitive salary, dependent on experience
- Generous Pension Contribution
- 35 days annual leave (including bank holidays) (pro rata)
- 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

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 on Tuesday 1st September 2026**, and send to **recruitment@jamiesfarm.org.uk**.

Instead of the application form, if you would prefer to submit a video application (max 5 mins), please send a link to this to **recruitment@jamiesfarm.org.uk**.

Timeline

- Closing date: **9am Tues 1st Sept 2026**
- Interviews: **Thurs 10th Sept (in person)**
- Start date: **Sept/Oct (subject to notice periods)**

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.”



Subscribe to
our e-news



jamiesfarm.org.uk

 [jamies_farm](https://www.instagram.com/jamies_farm)
 [jamies.farm](https://twitter.com/jamies.farm)

 Jamie's Farm
 Jamie's Farm

Registered charity no. 1129544