



Jamie's Farm

Recruitment pack



Job title: Programme Coordinator

Location

Jamie's Farm Skipton
Haugh Field Farm, BD23 4EH

Salary

Pay band: £32,240 - £36,400

Full Time

45 hours a week, Monday – Friday
1 evening & 1 early per week

Reports to

Head of Farm

Application deadline

9am Mon 9 Nov 2026

Direct reports

None

Interview dates

w/c 16 Nov 26 - 1st interview online
w/c 23 Nov 26 - 2nd interview in person

Start date

Mon 4 Jan 2027 (Or ASAP depending on notice periods)



**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.

Jamie's Farm Skipton

Nestled in the sweeping countryside on the south of the Yorkshire Dales, lies one of our newest farms near Skipton. This extensive farm started hosting young people from across the region in 2023, initially through our day visit programme.

Following this success, and considerable building development, the residential programme launches in January 2027. This is an exciting time to join the team at Skipton as we grow and develop our farm and programme.

The site covers a stunning 245 acres of pasture, which has already undergone quite the transformation in the form of miles of hedgerows, hundreds of new trees and acres of herbal leys pasture.

Through the restoration of waterways and wetland habitats, the farm is seeing wildlife return, including wading birds and otters, while helping to build resilience against flooding and drought.

The newly converted farm buildings create a wonderfully welcoming space for our young people to cook, live and work together alongside the team. Our resident animals include Mountain Sheep, pigs, chickens, and cattle including our two Highland Cows. And from January, alongside our growing team, we plan to include horses and goats.



Head of Farm Pauline Brown



Meet the Skipton team assembled so far



Where this role is:

Haugh Field Farm
Coniston Cold
Skipton
North Yorkshire
BD23 4EH



About the role

The Programme Coordinator is an exciting and varied role at the heart of our programme delivery, balancing working directly with young people, alongside managing partner relationships and the ongoing long-term impact of our programme.

This role



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, 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.

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.



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 and all staff are encouraged to spend a week immersed in the programme at the start of their employment too.



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 a welcoming space is made possible by our dedicated team of housekeepers. This team is also essential for our house lets business – securing significant funds to support the charity.

Main responsibilities

This is a dynamic, full-time role balancing working directly with young people, alongside managing partner relationships and the ongoing long-term impact of our programme. Key areas of responsibility include:

Programme Coordination - coordinating up to 20 visit a year, including:

- Facilitating all pre-visit planning, including the delivery of in-person pre-visit meetings and data collection.
- Being the key point of contact, holding presence and programme lead for the young people, visiting staff and Jamie's Farm team during designated visits.
- A commitment to delivering high quality and meaningful follow-up work, including an in-person visit and on-going data collection to maximise the long-term impact of our work.

Please note, this aspect of the role requires regular travel to partner schools and organisations in the north of England region.

Relationship Management

- Responsible for building and maintaining key relationships with partner organisations, including helping to manage the visit rebooking process.

Contribution to farm life

- Leading regular sessions with young people that contribute to daily life on the farm. We are particularly looking for someone to lead on gardening/horticulture at Skipton.
- Working closely with Jamie's Farm colleagues to lead regular feeding rounds, group meetings, walks, meal prep and evening activities.
- Completing visit admin and documentation to a high standard, with efficiency and care.
- A commitment to the charity's wider work, including supporting occasional open days, events and corporate visits.

Practicalities

- This role is full time, which entails working 45 hours per week on a rota basis, including of one regular early morning (7.30am start) and evening (10pm finish) each week. Applicants must be prepared for this significant commitment.

Experience and skills

- Strong practical knowledge and experience of gardening, horticulture or growing (**Essential**).
- Professional experience working relationally with young people experiencing challenge (**Essential**), including in groups (**Desirable**);
- Ability to plan and maintain a productive garden, including seasonal planting, harvesting produce for the kitchen and ongoing care (**Essential**);
- Ability to plan engaging gardening activities and adapt them to young people's different needs and abilities (**Essential**);
- Experience delivering engaging practical activities with young people, with the ability to apply this experience to gardening sessions (**Essential**);
- Experience coordinating and supporting volunteers in a garden setting (**Desirable**);
- Specialism in an area that would contribute to farm life (**Desirable**);
- Full driving licence and access to own transport (**Desirable**);
- Exceptional communication, teamwork and organisational skills;
- Exceptional administrative and IT skills;
- Ability to exemplify Jamie's Farm core values and behaviours;

- Ability to develop strong relationships with diverse individuals and organisations, and to influence and motivate others;
- Interest in the benefits of education beyond the classroom, especially for vulnerable groups;
- Ability to contribute to the wider vision, strategy and goals of an ambitious, professional, and unique charity.

Behaviours and Competencies

You will demonstrate a strong passion for Jamie's Farm and the communities we support, along with practical skills, a therapeutic mindset, and the warmth, curiosity and patience needed to work with young people facing challenging lives. We're looking for a flexible, collaborative team player who is open-minded, hardworking, and able to inspire others while sharing ideas and learning new skills.

What we offer

- Competitive salary, dependent on experience
- 31 days' annual leave, plus Bank Holidays
- Generous employer pension contribution
- Delicious, healthy home-cooked meals provided during working hours
- Regular therapeutic supervision and wellbeing support
- Ongoing CPD opportunities and specialist training
- A supportive, values-led team culture, with regular opportunities for learning, reflection and collaboration
- The opportunity to develop a broad range of skills within a highly regarded and innovative charity
- The chance to make a meaningful difference in the lives of young people
- The opportunity to work in an outstandingly beautiful and well-maintained environment
- Use of a company mobile phone and laptop
- Opportunity to live on site in a beautiful, new, energy-efficient home, finished to a very high standard.



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 and send to recruitment@jamiesfarm.org.uk**.

Instead of the supporting statement, if you would prefer to submit a video application, please send a link to: recruitment@jamiesfarm.org.uk

We recognise that many excellent candidates for this role will not fit precisely into these criteria - we would encourage you to apply even if you don't tick every box. If you have skills and interests that would make a valuable contribution to farm life which aren't listed here, please let us know - we'd love to hear about them.

Timeline

- Closing date: **Mon 9 Nov 2026**
- Interviews: **w/c 16 Nov (online), w/c 23 Nov (in person)**
- Start date: **Mon 4 Jan 2027 (Or ASAP depending on 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.



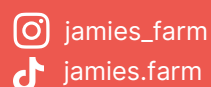
What do I like most about working at Jamie's Farm?

"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."

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