



BATH CITY FARM

Job title:	Youth Project Coordinator
Hours of work:	11.5 hours/week (Weds 1pm-5pm, Thurs 10am-6pm)
Contract type:	1-year Fixed Term Contract with the possibility of extension
Salary:	4B Full Time Equivalent salary £27,915 (actual salary for 11.5 hours a week is £8,561)
Responsible to:	Line managed by Programme Manager (Children, Young People and Families)
Responsible for:	No line management responsibilities

This appointment will be subject to an enhanced DBS check.

About us:

Situated on a beautiful 37-acre site, Bath City Farm is a charitable organisation, providing education, training and therapeutic activities to disadvantaged people in the local community, as well as a free-to-access visitor attraction for families and children.

From the beginning our Vision has been to build a healthy community rooted in nature, food, farming and each other. As a welcoming urban farm, we use our unique setting and targeted projects to educate, improve wellbeing and transform lives. Our goals are to enable the development of skills and confidence, improve mental, physical and social wellbeing, and inspire environmental awareness. We aim to increase community engagement, offer a rewarding visitor experience, and educate people on farming, animal welfare and food production.

All staff are expected to carry out their roles in line with the Farm's core values:

- **Diversity is strength:** We work to remove barriers to encourage participation and promote fairness and equitable opportunities for all. We foster a culture of respect and dignity.
 - **Power in community:** Each person has unique gifts and perspective to share. Nurturing and valuing these strengths collectively gives us power to make positive changes in our communities.
 - **We are nature:** We are a part of nature and nature is us. We therefore aim to create conditions for biodiversity and natural ecosystems to thrive in all our activities and choices.
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- **Open and participatory:** We aim to communicate openly and create meaningful opportunities for communities to contribute to the direction of the Farm.
- **Free or affordable:** The Farm site will always be free at the point of access for people to explore and enjoy. We endeavour to provide all our activities free or fairly priced.
- **Working with care:** We approach our work with care, to create quality solutions and minimise harm to people and the environment.

Overall purpose of job:

This job will play a vital role in the Children, Young People and Families team to ensure that we are able to deliver quality supportive services. You will work with a wide and exciting age range of 16-25, engaging with local young people from our immediate areas of Southdown, Whiteway and Twerton. These are classed as areas of high social deprivation, where you will have the opportunity to make a significant difference to their quality of life and opportunities.

Main duties and responsibilities

- Coordinate, plan and deliver a programme with young people aged 16-25 years old to assist in the delivery of a wide range of animal care, gardening and educational activities at Bath City Farm.
- To improve the physical health, life skills, emotional well-being and self-esteem of local young people by engaging them in therapeutic animal care, gardening and conservation across our 37 acres of wildflower meadows and woodland and rare breed animals.
- To engage a growing number of at-risk, hard-to-reach young people in the immediate areas of Southdown, Whiteway and Twerton, through weekly Outreach work off-site, with the Youth Project Assistant.
- To raise the aspirations of young people by offering a variety of experiences and instilling a sense of ownership of the Farm and its activities.
- To work with other organisations in the local community including the Youth Offending Service, Youth Connect South West etc. to ensure we are reaching young people who would most benefit from our services.

Leadership and Management responsibilities

- This post does not have line management responsibility for other members of staff but is required to provide support to other staff team members as applicable.
- This post works closely with the Youth Project Assistant, coordinating the day-to-day delivery of the project, running Outreach work and attending organisations off-site.

Communications and relationships responsibilities

- Work collaboratively and communicate well with the rest of the staff team to ensure the smooth running of the Farm and projects.
- Represent the Farm in a warm and welcoming manner to a wide variety of groups and visitors.

Fundraising, income generation and social enterprise responsibilities

- This role is funded and will require the postholder to gather, monitor and evaluate evidence of our work for current and prospective funders.

Problem solving and autonomy

- To work with other members of staff, specifically the CYP team, to ensure the effective running of the project.
- To assist with livestock related tasks where necessary, for example, helping young people to groom a pony, moving cattle etc.
- To work within and to promote the aims and objectives of Bath City Farm, and to present a positive image of the Farm to the public.
- To work within agreed policies and procedures, helping to ensure high standards of practice on the Farm.
- To ensure activities meet with the Farm's legal requirements for health and safety, including planning and undertaking risk assessments/management.
- To liaise with the public, members, and other individuals and organisations as appropriate.
- To work within our risk assessments and to create new risk assessments for activities that fall outside of our usual activities.
- To help young people to thrive under our care by following our safeguarding procedures.

Other key job elements or requirements to note

- **Outdoor work:** This role requires the post holder to work outside in all seasons of the year. Ability to perform tasks of a physical nature, including lifting and kneeling; and to work outdoors in a variety of weather conditions (heat, humidity, cold) is required.
- **Work with animals:** This role will involve some practical work with animals, gardening, conservation work etc. to engage children and young people.
- **Use of hand-held tools:** This role could involve use of tools used in garden and landscape maintenance work. All tasks are risk assessed for safety.

Person specification

Experience	
Essential	Desirable
<ul style="list-style-type: none">• Level 3 qualifications in youth work as recognised by the JNC report for Youth and Community workers or show sufficient competency for the post and currently be undertaking the level 3 qualification or have significant	<ul style="list-style-type: none">• Experience of working on similar projects.• Experience of working with farm animals.

<p>experience in a related field and show sufficient competency for the post.</p> <ul style="list-style-type: none"> • Experience working with young people • Experience of managing challenging behaviour and de-escalation 	
Competence, Knowledge and Skills	
Essential	Desirable
<ul style="list-style-type: none"> • Confidence to work with farm animals, and interest in nature and wildlife. • Ability to assist in the delivery age-appropriate outdoor activities for young people aged 16-25. • Excellent communication skills. • Effective and proactive approach to including all young people in activities. • Ability to proactively problem solve. 	<ul style="list-style-type: none"> • Knowledge of city farms and how they operate. • Understanding of the issues faced by people living in disadvantaged communities. • Practical skills in animal care, gardening and conservation work.
Personal Qualities	
<p>An awareness and a passion for the environment</p> <ul style="list-style-type: none"> • Ability to communicate warmly and diplomatically, building trust and respect with a wide range of people, particularly children and young people. • The ability to maintain a professional attitude and boundaries. • An ability to work as part of a small team. • To be dynamic and use initiative to anticipate tasks. • Organised with good time management. • A non-judgmental attitude. • Commitment to the values and vision of the Farm. • Innovative and passionate about supporting children to realise their potential. 	