

Job title: Farm Manager

Reports to: The Partners of Deepdale Farms

Deepdale Farm Mission

To sustain a profitable, diversified farm, producing food while further regenerating the soil and supporting biodiversity.

Deepdale Farm Aims

- Maximise profit from nutrient dense organic crops
- Improve soil health
- Increase biodiversity across the farming landscape
- Create a low waste farm by maximising circular economy opportunities
- Shorten supply chains, utilising local routes to market
- Create a range of courses and events that align with the farming practices and which facilitate greater understanding of regenerative agriculture and food production
- Maximise other commercial opportunities on the farm

Role purpose

To manage the farming activity and farm assets in line with Deepdale Farm's mission and goals. This includes the planning and operational work involved in growing, processing and selling of crops. Compliance with applicable government schemes, as well as external certifications including our organic status. All whilst supporting biodiversity and soil health.

Key accountabilities

Manage and carry out the cropping rotation including the planning, growing, processing and sales, using external advice where required, to maximise yields and quality

Manage and optimise the success of environmental stewardship options through thorough planning and necessary operations throughout the year

Responsible for record keeping of field work for the purposes of accounts and certification

Maintain all machinery and farm buildings

Manage and work alongside other agricultural workers to complete jobs effectively and efficiently

Recruit and manage any contractors required for work which cannot be carried out by the farm team

Prepare and present budgets and financial forecasting for the partners to ensure enterprise margins and cash flow forecasts are understood

Keep abreast of fast changing agricultural policy and programmes such as SFI/CS, productivity grant schemes etc and proactively plan with the partners to maximise opportunities for the farm

Assist with the application of schemes and subsidies

Input to team meetings, leading on agricultural aspects

Manage compliance on the farm including for Red Tractor and Organic statuses, risk assessments and processes

Monitor soil health and ensure practices are optimising the farm's principal asset

Assist in the recording of biodiversity on the farm and where necessary provide infrastructure or programmes to maximise support of species

Provide support with the implementation of the woodland management plan, to produce a healthy ecosystem and maximise the use or value of any products

Engage with and utilise organisations such as our local cluster group (NNCG), Norfolk FWAG, Nature Friendly Farming Network and Organic Arable, to provide experience on best practice, funding and collaborative opportunities

Monitor and deal with pests

Build and maintain external relationships that benefit Deepdale Farm's mission and goals

Contribute to farm communications, marketing and PR

Be willing to learn about, embrace and implement new farming techniques such as agroforestry

Facilitate volunteer sessions and external visitors to the farm

In addition to your personal accountabilities, we believe that Deepdale Farm is strongest when our team works together for the good of the farm's objectives as well as the wider community. To that end we would like you to continually demonstrate the following:

- Identify **diversification** opportunities
- Identify **circular economy** opportunities
- Work **collaboratively** with the farm team
- Work **collaboratively** with tenant Deepdale Camping and neighbour Dalegate Market to benefit Deepdale as a whole entity
- Be mindful of **neighbour and community relations**,

Whilst core hours of a normal working week are expected, there will be occasions when unsocial hours, weekends/Bank Holiday working will be needed.

This document lays out the bulk of the work required from your role; it needs to be accepted that as a small team, you will be required to help with other tasks not listed above. New tasks may be introduced which sit within your domain.

Knowledge and skills required

A commitment to regenerative agriculture

Solid experience of arable farming operations, this is a hands-on field work role, as well as managerial

Ideally organic experience, although not essential as long as you are willing to embrace it, and learn best practice

Good awareness of farming policy, news and discussions over the future of the industry

An appreciation of the importance of biodiversity

An understanding of soil health and the importance of this to the success of the farm

Proven communication skills both internally and externally

Ability to be proactive and show initiative

Proven organisational skills

Sense of humour

An ability to think creatively, deal with problems, embrace future possibilities and manage change

Willing to attend off farm technical and personal development sessions