

**Job Profile**

**Role Title** Gardening Development Coach    
**Term** Permanent

**Team**  The Vinery  
**Salary** £22,626 – £24,105 (full-time equivalent, depending on experience)

**Working Hours**  36.5 hours per week

**Location** The Vinery, Banff

**Why?** To prevent and mitigate the impact of poverty and inequalities by providing people feeling isolated in their local community an opportunity to be involved and engaged in community led projects

**What?** To maintain and enhance the Vinery and Community Market Gardens and introduce and maintain all aspects of environmentally friendly methods of horticulture throughout Vinery and supporting grounds, reporting directly to the Vinery Project Lead

**Key Competencies**

* Introduce a fresh supply of fruits, herbs and vegetables and other produce for the community
* Ensure clean, tidy well-maintained footpaths, walkways, and potting areas
* Recognise pests/parasites and other plant illness and treat accordingly in an eco-friendly manner
* Deliver training/work experience and develop and maintain a strategy and timetable of activities
* Promote and deliver presentations to the community on the work being carried out
* Maximise the use of the Vinery space to benefit the community through engagement, collaboration, coordination, and creativity
* Ability to support individuals with different levels of ability and positively challenge people in a constructive way; able to make reasonable adjustments to ensure maximum outcomes
* Liaise with community organisations, a network of agencies, and other Foyer teams to plan, prepare and supervise appropriate community-based team projects
* Advocate for/provide a voice for the community, with commitment to person-centered working
* Accurate and timely data administration, recording and monitoring progress of caseload to support required internal and external reporting arrangements, learning and continual quality improvement
* Deliver cost effective activities, ensuring spend is in budget and reconcile and maintain accurate petty cash records

**Behaviours**

* Able to build deep, meaningful relationships with people, the community and key stakeholders based on honesty, compassion, and trust
* Models’ inclusive behaviour when interacting with volunteers, the team and all stakeholders and demonstrates a belief in people and their potential
* Confident communicator, able to work flexibly and collaboratively
* Empathetic, appreciates the value of a sense of belonging in the local community
* Remains calm whilst multitasking, sometimes under pressure and able to work autonomously and take responsibility within own remit, while being responsive to wider organisation requirements
* Solutions focused, able to evaluate what is working, what isn’t – and why
* Commitment to self-development, able to lean into skills of others where necessary

**Qualifications and Experience**

* Qualification and/or demonstrable experience in relevant discipline
* Knowledge of local community resources
* Awareness of activities which promote positive social interaction and understanding of the benefits of positive mental health and wellbeing
* Knowledge of boundaries and the importance of confidentiality and data protection
* Membership of the PVG scheme for Children and Adults is required for this post, as successful candidate will be working with vulnerable clients
* Competent digital skills, including but not limited to Microsoft Office package
* Full UK driving license and access to vehicle preferred