

**Farm Manager: Person Specification**

*The directors and LGBs are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Service (DBS) check will be carried out for the successful candidate.*

Essential	Desirable	Evidence
<p><b>Qualifications and experience:</b></p> <ul style="list-style-type: none"> <li>• First degree/Diploma in Agricultural Production or Farm Business Management or similar</li> <li>• First Aid qualification (or a willingness to undertake)</li> <li>• Transport of Animals Certificate (or a willingness to undertake)</li> <li>• A continued commitment to own professional development</li> <li>• Robust knowledge of environmentally friendly farming practices</li> <li>• Experience of: <ul style="list-style-type: none"> <li>▪ managing a farming business to promote sustainability</li> <li>▪ working with and caring for the health and welfare of the range of animals kept on the school farm</li> <li>▪ tasks associated with growing agricultural crops</li> <li>▪ estate and machinery maintenance tasks</li> <li>▪ physical and financial farm record keeping</li> <li>▪ physical and financial planning both day-to-day and strategically</li> </ul> </li> <li>• Understanding of school-based education including child development</li> <li>• Understanding of child safeguarding issues and successful measures that promote and ensure the safeguarding of children.</li> <li>• Knowledge of current legislation, guidance and developments relating to the specifics of the post.</li> </ul>	<p><b>Qualifications and experience:</b></p> <ul style="list-style-type: none"> <li>• Teaching experience (including training practice) within the designated age range.</li> <li>• Proficiency Test certificates: tractor driving, chainsaw and brushcutter use (or a willingness to undertake).</li> <li>• Working with outside agencies</li> <li>• Experience of alternative approaches to animal and plant health</li> <li>• Involvement in and organisation of wider school activities, including extra-curricular activities</li> <li>• Commitment to continuing professional development activities</li> </ul>	<p>Application form Certificates References</p>
<p><b>Leading and managing staff:</b></p> <ul style="list-style-type: none"> <li>• Involvement in the development and implementation of policy and practices</li> <li>• Understanding of the need for systematic school self-evaluation and knowledge of strategies for achieving this</li> <li>• Good people management skills</li> <li>• Ability to delegate and support others to achieve specific targets</li> <li>• Ability to lead staff in a variety of contexts and by example where appropriate</li> <li>• Ability to take difficult decisions and convey outcomes clearly and sensitively.</li> </ul>	<p><b>Leading and managing staff:</b></p> <ul style="list-style-type: none"> <li>• Good understanding of management and leadership issues</li> <li>• Understanding of effective performance management and professional development of staff</li> <li>• Successful experience in a leadership or management role, e.g. subject leader.</li> </ul>	<p>Application form Letter of application References Interview</p>
<p><b>Strategic direction and development:</b></p> <ul style="list-style-type: none"> <li>• Understanding of the key principles of development planning.</li> <li>• Successful experience of implementing and managing change</li> <li>• Sound understanding of financial planning</li> </ul>		

<p><b>Demonstrates good subject knowledge by:</b></p> <ul style="list-style-type: none"> <li>• Having a secure knowledge of: sustainable farming practices, animal husbandry, health and welfare, crop husbandry, machinery use, estate and machinery maintenance, farm financial management and marketing of produce and services.</li> <li>• Demonstrating a critical understanding of developments in the agricultural and environmental fields and the ability to feed these into farm planning and curriculum areas.</li> </ul>		<p>Application form Letter of application References Interviews</p>
<p><b>Sets high expectations and inspires, motivates and challenges all pupils by:</b></p> <ul style="list-style-type: none"> <li>• Establishing a safe and stimulating environment for pupils, rooted in mutual respect.</li> <li>• Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.</li> <li>• Demonstrating consistently, the positive attitudes, values and behaviour which are expected of pupils.</li> </ul>		<p>Application form Letter of application References Interview</p>
<p><b>Manage behaviour effectively to ensure a good and safe learning environment by:</b></p> <ul style="list-style-type: none"> <li>• Having clear rules and routines for behaviour in classrooms and on the farm and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.</li> <li>• Having high expectations of behaviour and establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.</li> <li>• Managing students effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.</li> <li>• Maintaining good relationships with pupils, exercising appropriate authority, and acting decisively when necessary.</li> </ul>		<p>Application form Letter of application References Interviews</p>
<p><b>Fulfil wider professional responsibilities by:</b></p> <ul style="list-style-type: none"> <li>• Making a positive contribution to the wider life and ethos of the school.</li> <li>• Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support deploying support staff effectively.</li> <li>• Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.</li> <li>• Communicating effectively with parents with regard to pupils' achievements and well-being.</li> </ul>	<p><b>Fulfil wider professional responsibilities by:</b></p> <ul style="list-style-type: none"> <li>• Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.</li> </ul>	<p>Application form Letter of application References Interviews</p>