

**SUSTAINABLE FOOD CORNWALL DEVELOPMENT WORKER  
JOB DESCRIPTION**



<b>Job Title:</b>	Development Worker (Community Growing)
<b>Responsible to:</b>	Company Directors
<b>Key Relationships:</b>	Partnership Coordinator, Growers participating in Joining the Dots for Nature project, Contractors, Community Growing Working Group members and Chair, SFC Steering Group members
<b>Hours</b>	19 hours per week (2.5 days)
<b>Contract:</b>	Fixed Term to 31 March 2025
<b>Salary:</b>	£34,600 FTE pro rata = £1442 per month gross salary
<b>Holiday:</b>	25 days/year FTE plus bank holidays – pro rata

**Sustainable Food Cornwall**

Our vision is for everyone in Cornwall and the Isles of Scilly to have access to healthy and affordable food, produced in ways that protect the planet, connect our communities and contribute to a fair and thriving economy: Good Food for One and All!

Our values guide all that we do: people care, planet care and fairness.

Our partnership inspires action and change that supports resilience. We work collaboratively and forge strategic alliances across Cornwall’s food system to achieve the goals set out in our Good Food Charter:

1. Food for the health of one and all
2. Thriving food and drink economy for one and all
3. Safe planet for one and all – good food for nature and climate
4. Good food culture for one and all

The Sustainable Food Cornwall Partnership connects food system representatives from Cornwall’s farming, growing, fishing, retail, health, economic development, activism and other sectors to plan, coordinate and progress actions to make Cornwall’s food system sustainable and fair. One of the partnership’s top priorities is to boost community growing in Cornwall. With the University of Exeter, we published a [Community Growing in Cornwall Report](#) which generated an action plan held by our community growing working group that meets at least quarterly to review progress. One action is to help growers realise the ecological benefits of their work, and this has given rise to the Joining the Dots for Nature project which is funding this role.

## The Purpose of this Role

We are looking for a highly motivated, organised person with a passion for making Cornwall's food system more sustainable and regenerative to manage the Joining the Dots for Nature project and to use the project as a platform to develop Sustainable Food Cornwall's wider community growing network.

The priority objective of this role is the successful management of the Joining the Dots for Nature project, including the provision of direct support to participating growers as appropriate.

The wider purpose of this role is to support the development of a thriving network of active community growers at the heart of the Sustainable Food Cornwall partnership that is well connected and that fosters collaboration and resilience.

As well as project management of Joining the Dots for Nature, the development worker will work closely with growers, directors and the Partnership Coordinator to:

- maintain effective communications across the community growing network
- help progress the community growing action plan with the community growing working group
- link growers with each other to share expertise, develop collaborations and access resources

The role is only temporary due to funding constraints. The Joining the Dots for Nature project is enabling Sustainable Food Cornwall to pilot this new community growing development role, which we will look to make permanent once we secure onward funding for it.

## The Development Worker's key responsibilities are to:-

1. Manage the Joining the Dots for Nature project to:
  - a. organise the soil and habitat surveys with contractors and growers effectively
  - b. facilitate informed decision making about appropriate habitat interventions for each site
  - c. facilitate effective compliant procurement of agreed habitat interventions
  - d. support growers and contractors with relevant volunteer and community engagements
  - e. broker additional support for participating growers as appropriate, including e.g. securing Single Business Identifier numbers, Sustainable Farming Incentive preparations
  - f. ensure effective, efficient and compliant use of project resources, facilitating exchange of information and learning between growers and maintaining accurate records accordingly
  - g. produce timely and accurate project reports to the directors, growers, steering group and funder
  - h. submit accurate timely monthly grant payment claims
2. Engage with community growers across Cornwall to strengthen the network as a whole; convening and facilitating meetings of growers and identifying opportunities for collaboration, maintaining accurate records accordingly.
3. Support the Partnership Coordinator with relevant communications, activities and administration as required.
4. Promote food and climate **justice** and equal opportunities across all aspects of service delivery and partnership engagement.

**You will need to demonstrate professional experience relevant to fulfilling all of these responsibilities.**

## Person Specification, Skills & Experience:

Each of the following would be valuable assets for the role and you'll need to have several of them to do it well, but individually they aren't essential requirements:

- Experience of working under own initiative, working flexibly in response to changing circumstances to coordinate diverse tasks effectively across multiple sites with growers and contractors
- Proven confident, clear communication skills and project management abilities with a natural collaborative, participatory approach
- High emotional intelligence, diplomacy and resilience, with an ability to quickly form meaningful professional relationships
- Experience of working with or as a community grower, or at least a demonstrable passion for small scale nature-friendly horticulture
- Empathetic understanding of the competing pressures faced by food producers, community organisations and other stakeholders across Cornwall's food system
- An ability to work positively with a voluntary board of directors
- Clear understanding of strategic partnerships and of systems leadership and their role in creating change
- Familiarity with local systems and stakeholders and an appreciation of the role the food system plays across Cornwall

## Joining the Dots for Nature

Sustainable Food Cornwall has been awarded £36,600 to help improve the soils and natural habitats of community growers in or near the Cornwall National Landscape (formerly known as the Areas of Outstanding Natural Beauty). The '[farming in protected landscapes' \(FIPL\) funding](#) comes from Defra via Cornwall's National Landscape team. The grant will pay for six habitat surveys, fifteen soil surveys and a range of 'habitat interventions' that support nature recovery on community growing plots as well as the salary of this temporary part-time development worker role to manage the Joining the Dots for Nature project and support our community growing network.

[Soil Symbiosis](#) is leading on the soil surveys, using [Dr Elaine Ingham's](#) methods to help growers improve their soil microbiology, and working with the new [Eden Project ecology lab](#) on chemical and carbon analysis. [Cornwall Environment Consultants](#), working with the [Cornwall Wildlife Trust Farm Advice team](#), will conduct the habitat surveys.

The project will run from 6 January to 31 March. An outline project plan has been agreed with the funder, and the consultants mentioned above have already been contracted to deliver their services before the end of March. As the project develops, additional services are likely to become available to participating growers (e.g. to get expert advice on integrated pest management and assistance with soil and habitat improvement) and additional growers may seek to join the project in one form or another. The project aims to help participating growers to share learning with other growers, their own volunteers and their local communities.

## Practicalities

**Please apply by email**, subject 'Joining the Dots for Nature Development Worker' to [matthew@sustainablefoodcornwall.org.uk](mailto:matthew@sustainablefoodcornwall.org.uk) **by 6pm on Sunday 5 January** including your CV and a short covering note explaining why you want the job, your suitability for the role, and your thoughts about developing community growing in Cornwall. We suggest you download the [Community Growing in Cornwall Report](#) to assist with your application. **Interviews will take place on Wednesday 8 January** at a convenient location. Shortlisted candidates will be invited to interview on Monday 6 January.