

**seeds**



# COMMUNITY GROWING ORGANISER





# WELCOME

I appreciate your interest in joining the Seeds for Growth charity team.

In 2006, we launched in East London with a vision of a world where everyone has access to good health, well-being, and abundance, enabling people to lead fulfilling lives in their communities.

<b>Inclusiveness</b>	We respect individuals, value diversity, and are committed to promoting equality and inclusion.
<b>Participation</b>	We value the fantastic contribution of our staff team, volunteers, and trustees.
<b>Quality</b>	We strive for excellence through continuous improvement.
<b>Openness</b>	We foster a culture of teamwork and collaboration.

Our commitments guide us -

**Our Greening Communities programme** enhances mental and physical health and wellbeing, while also mitigating climate change.

**The charity serves as a facilitator**, identifying issues, developing projects, raising funds, and then recruiting and training local people to deliver and manage these projects.

These commitments are crucial to achieving the mission of enhancing the health, well-being, and life outcomes of individuals from disadvantaged communities.

We are a small charity with ambitious plans to replicate our community success model nationwide. An exciting time to join the charity, as you would play a key role in shaping our development and direction.

This document is to help you consider whether the role and organisation are the right fit for you, and we hope it will encourage you to apply.

We look forward to meeting you during the recruitment process.

**Gregory Cohn**

**The founder and Chief Executive**

## OUR VISION

The Seeds for Growth's vision is a world where everyone has access to health, wellbeing, fitness, and the skills to lead a fulfilling life in their community. The charity has launched many programmes recruiting residents as volunteers to enhance their social, health, and well-being.

### Greening Communities

We inspire and support tenants in social housing estates to create new community gardens on underutilised land, growing food and creating a safe outdoor space that brings residents together, while also combating climate change and improving residents' mental and physical health. Our goal is to launch 600 gardens annually across the nation.

### Green Dreams

A social prescribing project that provides gardening sessions for people with mental health issues. The beneficiary referrals are from the NHS.

### Schools

The charity supports schools in establishing pupil-led, long-term greening projects, with one in Ealing and two in Brent. In Brent, our goal is to support an additional 15 schools.

## OUR PLANS AND AMBITIONS

- To manage the development of 100 new gardens annually in London.
- Across the UK, 100 Greening Communities Satellite or franchise projects will be launched in cities and large towns.
- Each satellite project will be encouraged to green at least 5 areas in their neighbourhood annually.
- Annually support the creation of 600 new community gardens nationwide.



## LOCATION

We are recruiting two Community Growing Organisers who would initially work in the following areas:

1. West London – Brent and Ealing.
2. East London - Hackney, Tower Hamlets, Camden, & Waltham Forest.

## PAY & HOURS

Part-time, on a self-employed freelance basis.

Starting pay of £18 per hour.

10 – 20 hours per week is the probable time range.

## JOB DESCRIPTION

- 1) Outreach to tenants and residents on social housing estates to engage and raise awareness of the opportunities and benefits of community food growing.
- 2) Consult with landlords, and the tenant and the residents' associations.
- 3) Recruit tenant and resident attendees to deliver community food-growing workshops and sessions.
- 4) Support tenants and residents in identifying appropriate food-growing sites and then to estimate the development costs.
- 5) Develop and implement targeted marketing and communications strategies for each site.
- 6) Pioneer and deliver proactive approaches to recruiting residents from diverse ethnic backgrounds, ages, and genders, thereby reflecting the local community's demographics. Undertake additional promotion and outreach if the attendee background targets are not achieved.
- 7) Support participants in their initial growing season, focusing on food growth and ongoing maintenance.
- 8) Ensure that viable composting facilities are provided on each estate and enhance tenant and resident understanding of composting, use and management.
- 9) Establish a method for recording the level of community participation and the quantity of food grown and harvested.
- 10) To facilitate the sourcing of supplies and materials, and the purchasing of plants and sundries.
- 11) To work alongside and in partnership with local authority officers and

the registered social landlord staff.

- 12) Adhering to the Seeds for Growth policies and procedures, particularly the Equal Opportunities Policy.
- 13) To be computer literate.

## **ADMINISTRATION**

- a) Reporting to the Community Growing Coordinator.
- b) To work alongside and in partnership with local authority officers and the registered social landlord staff.
- c) An enhanced Disclosure Barring Service certificate is required, which can be sought by the charity, if necessary.
- d) The post is subject to a 'Right to Work in the UK' check.
- e) Two satisfactory references from current or past employers are required.
- f) The appointment is on self-employed terms.
- g) The charity holds employers' and public liability insurance.
- h) Holiday entitlement is 28 days per annum pro rata.
- i) Remote work, so no office premises are provided.
- j) Meetings are online or in-person.
- k) Direct work-related expenses incurred will be reimbursed.

## **VALUES AND BEHAVIOUR**

- Commitment to the charity's vision and values.
- Commitment to familiarise and adhere to the charity's policies and procedures.
- A strong commitment to championing equality, diversity, and inclusion.

**If you think you have what it takes but aren't sure you meet all the requirements in the job description, please still apply.**

**We want to hear from you to help us achieve great things at Seeds for Growth.**

## **ESSENTIAL skills and experience**

- Experience in designing and delivering community food-growing training.
- Experience and knowledge in community development.
- Excellent written and presentation skills, including the preparation of training materials, reports, briefings, minutes of meetings and promotional materials.
- Good understanding of equal opportunity and health and safety policies.
- Computer literate.

## **DESIRABLE skills and experience**

- Community food growing, gardening skills, and qualifications.
- Educated to a degree or equivalent.
- Experience writing grant funding applications.
- Willingness to organise, host, and speak at public meetings.
- Experience in delivering projects from inception to completion.
- The ability to work independently using your initiative, prioritising effectively, whilst working collaboratively as part of a team.
- Ability to develop effective working partnerships with a wide range of individuals, organisations, and funders.
- Experience working in a challenging environment with multiple complex demands.
- Experience in working with a wide range of people, including volunteers, local community groups, residents, council staff, landlords and contractors to achieve positive outcomes for a specific site or local community.
- Willingness to undertake a wide range of duties and responsibilities to ensure that the service is delivered to a high standard.
- Experience of working within or with the voluntary and community sector.
- Willingness to work out of hours, including evening and weekend work

# HOW TO APPLY

**Closing date:** Monday 7 July 2025 at midnight  
**Interviews:** 16 & 21 July 2025

To apply, please

- Submit an up-to-date CV.
  - Respond to the questions, preferably one page with a maximum of two pages.
- 1) What interests you about this opportunity?
  - 2) Do you have any experience working in and with communities?
  - 3) What is your experience of gardening and growing?
  - 4) What is your experience of planning and delivering training, workshops, or events?
  - 5) Provide two satisfactory referees from current or past employers.
  - 6) Confirm that you have the right to work in the UK.
  - 7) Confirm you can attend both: -
    - a) A shortlisting daytime online interview on Wednesday, 16 July 2025.
    - b) An in-person daytime interview in London E1 on Monday 21 July 2025.

**Please return to**  
**[germaine@seedsforgrowth.org.uk](mailto:germaine@seedsforgrowth.org.uk)**



[www.seedsforgrowth.org.uk](http://www.seedsforgrowth.org.uk)

