



Job Application Pack

Lead Grower – Black Rootz

Freelance fixed term contract (21 hours per week for 52 weeks)

£17 per hour

About The Ubele Initiative

The Ubele Initiative (TUI) was established in 2014 as an African Diaspora led intergenerational social enterprise. Our mission is helping to build more sustainable black and minoritized communities across the UK. Ubele is unique in that it was built from bottom-up and is intentionally an intergenerational organisation.

Over the past few years, we have designed and delivered a wide range of local, regional, national, and international initiatives which seek to create and build community wealth.

We support black and minoritized community led organisations and groups with their community assets (people, organisations, and physical space). We use social action, community enterprise development, participatory learning & skills development, and next generation leadership initiatives.

As a result of our appointment as the black and minoritized community catalyst organisation for Greater London in February 2020 we now provide more strategic regional and national responses to help minimise the impact of the Covid-19 pandemic. We have gone through a period of rapid growth and change and as result our sphere of influence has also grown considerably.

This is a great time to be joining The Ubele Initiative as we implement our new 3-to-5-year strategy through our 4 strategic aims:

1. Strengthen communities through enterprise and asset development
2. Advocate for equity and justice in our communities
3. Strengthen our infrastructure and voice
4. Develop people, groups, and organisation

About Black Rootz & Wolves Lane

Black Rootz is the first London-based multigenerational black led growing project in the UK, where the older generations share their expertise on growing whilst also supporting youth engagement in their surrounding natural environment.

Wolves Lane Horticulture Centre is a unique community resource on Wolves Lane in Wood Green, N22 5JD. This former 3 acre plant nursery has commercial glasshouses, a rare palm house with tropical plants, cactus garden, rainforest area, professional standard kitchen, classroom space, barn and woodland area. The buildings and glasshouses are in need of refurbishment which the consortium has committed to in development stages as well as investment in sustainable energy systems to heat the palm house.

In May 2019, the Wolves Lane Consortium was officially formed. Ubele, along with Crop Drop and Organic Lea, are now legal partners and 'stewards' of the 3 acre site.

You can find further information about work at: www.ubele.org

Lead Grower role description:

We are looking for an experienced Lead Grower to take up the challenge of planning, development and management the growing sites that will produce fresh produce for the Black Rootz food growing enterprise, based at the Wolves Lane Horticulture Centre in Haringey. Applicants are invited to share their ideas for developing several growing sites using management methods consistent with regenerative practices whilst increasing crop yields of produce reflecting the heritage of the Black Rootz collective. Candidates should give consideration not only to the enterprise and how it might be developed to support the needs of the local community but also to be commercially viable. An understanding of growing culturally appropriate crops and experience of working black and minoritized collectives is essential.

The grower would ideally have a training qualification and a minimum of three years' practical experience as a lead grower a chemical-free, organic commercial enterprise and a commitment to regenerative practices. You will have experience of growing for a diverse range of requirements to a high standard including plants for sale, growing produce for trade and supplying our onsite kitchen. You will need to be hardworking, practical, flexible and with a commitment to high standards. Ideally, you should have an aptitude for leading and driving excellence within a diverse team as well as an ability to work independently. Above all you should have a sense of humour, a love of the land and a passion to work with nature in a peri-urban growing space.

Essential Requirements:

- A demonstrated commitment to regenerative management of land and soil.
- A minimum of three years' experience in planning, developing and managing a sustainable growing plan for a large diverse food growing enterprise and responsibility for the timely planting, growing, and harvesting of produce in a way that maximises crop yields.
- Demonstrate knowledge and be able to set best practice and develop shared site guidelines regarding soil health and fertility, ground preparation, irrigation systems, propagation from seed, cuttings, and divisions, harvesting, pest and disease management, storing and packing.
- Experience of producing risk assessment and health and safety issues relating to farms particularly relating to working with volunteers.

- Excellent team leadership and communication skills.
- Consistently punctual and reliable.
- Physically fit as agility, lifting, and working in hot and cold conditions is required.
- Self-motivated and driven, able to work creatively to demanding targets.
- Experience of record keeping relating to propagation, harvest, sales and quality management.
- IT literate and confident in Excel, Word, and using email and the internet.
- Experience of procuring horticultural tools and equipment (seed, compost etc.) and of working to a budget.
- Experience of protected cropping particularly glasshouse horticulture including irrigation and ventilation.
- A full driver's licence, and an ability to drive with competence vehicles such as tractors including trailers and other attachments.
- An ability to line manage junior growers and volunteers and support staff development.
- Confidence in making decisions and resourcefulness in solving problems.
- An interest and preparedness to work as part of the Black Rootz team to create an innovative and inclusive, black-led enterprise.

Responsibilities:

- Cultivating and establishing commercial food growing spaces across Black Rootz sites.
- Planning and delivering a growing plan to supply the clients and partners of Black Rootz. You will oversee the crop planning, planting, cultivation and harvesting of all produce grown.
- Yearly planning of crop rotations.
- Compile monitoring and evaluation reporting relating to the crop plan and yield on a weekly and monthly basis.
- Planning and placing orders for materials and supplies as required.
- Establishing a composting system.
- Setting up and maintenance of an irrigation system.
- Growing and harvesting produce to the quality standard needed for clients and partners of Black Rootz
- Liaising with other members of the Black Rootz, Wolves Lane and Ubele team.

Desirable Qualifications:

- A horticulture qualification at minimum level 3, or demonstratable experience in the workplace
- PTLLS or equivalent adult teaching qualification

What we can offer

- Fixed term contract for one year.
- Dynamic and fun workplace environment
- Intergenerational and creative team
- Great environment to generate work experience, implement new ideas and for personal growth.

Application Process

If you are intrigued by this advert and would like to apply for this post, please forward a copy of your CV and a cover letter outlining your suitability for the role based on the essential requirements and responsibilities outlined above.

Application to be submitted to recruitment@ubele.org

If you have any questions, email us at recruitment@ubele.org

Closing date: 5pm Monday 7 February 2022

Please note that we will hold interviews with shortlisted candidates on the week commencing 21 February 2022.

Data Protection Note

Any personal data you provide (e.g., address, telephone number, employment history) will be used for recruitment purposes only, and only shared with individuals involved in the recruitment.