

Title	<p>Farm Graduate</p> <p>Closing date: 30/06/2025</p> <p>Salary: £30,000 - £32,000</p> <p>Location: Between our 2 sites at Ledbury and Newent</p> <p>Working hours: Up to 48 hours per week over 6 days</p>
Reports to	
Key Relationships	<ul style="list-style-type: none"> • Harvest Managers • Head of Customer Delight • Head of Operations • Transport Manager • Farm Managers • Pack house managers and team
Role Summary	<p>The Farm Graduate is a hands-on, high-energy role designed to give recent graduates real exposure to the full workings of a soft fruit farm. You'll rotate through core areas of farm operations — including harvest management, crop walking, labour planning, and farm systems — supporting managers while building your leadership, technical, and practical skills. This is a fast-paced, physically active, and people-oriented role suited to individuals who thrive outdoors, love problem-solving, and want to make a meaningful impact from day one. The role requires collaboration with other departments and a proactive approach to maintaining high standards in product handling and team performance.</p>
Personal Attributes	<ul style="list-style-type: none"> • Consistently showing high energy levels in a zero to hero, with an ability to inspire and uplift other team members. • Proactive and forward-thinking, with a keen eye for detail. • Able to work independently while contributing to a team-oriented culture. • Committed to continuous improvement and adapting to evolving business needs. • Flexible and resilient under pressure, with the ability to manage competing priorities • Have the practical intelligence to find solutions to problems, efficiently and effectively • An ability to maintain a modest approach, and always willing to learn. • Be highly emotionally intelligent having the aptitude to work within a multi-cultural, diverse and exciting business.
Principle Responsibilities	<ul style="list-style-type: none"> • Arrive early to review harvest or operations plans and prepare for the day • Work alongside supervisors and managers to support picking, planting, irrigation, and tunnel management • Attend daily briefings and contribute to team objectives with a solutions-based mindset • Help implement crop walking and reporting systems — observing pest, disease, and plant health issues • Assist with labour planning, timekeeping, and productivity tracking across harvest teams

	<ul style="list-style-type: none"> • Monitor and record key data for yield, quality, and field performance • Learn the ins and outs of the farm's growing systems, including tunnels, fertigation, and substrate • Get involved in project work across sustainability, trial crops, or new growing methods • Communicate effectively with team members, supervisors, and support staff to ensure smooth operations • Take responsibility for personal safety, and actively report hazards or incidents • Maintain a clean, organised, and safe working environment in the field and around shared areas • Embrace continuous improvement and take ownership of small-scale efficiency initiatives
Experience and qualifications	<ul style="list-style-type: none"> • Proven experience operating machinery, ideally in a fresh produce environment • Competent in using, setting, and maintaining machinery • Experience in following and documenting safety, quality, and operational procedures • Ability to support and train team members in machinery operations • Exceptional organisational skills and the ability to multitask in a time-sensitive setting. • Analytical mindset with strong problem-solving skills. • Effective communication and collaboration abilities to liaise with cross-functional teams • Familiarity with soft fruit production and packaging processes (preferred but not essential)