

# **Casual Harvest Worker – Grape Picking**

## **Job Description**

### **The Role**

<b>Job title:</b>	Casual Harvest Worker
<b>Department:</b>	Cotswold Hills Vineyard, Campus Experience
<b>Responsible to:</b>	Director of Campus Experience
<b>Location:</b>	Down Ampney
<b>Salary:</b>	For individuals 21 years and over £12.21 p/h. For individuals 20 years and under £10.18 p/h (12.07% holiday pay)
<b>Hours:</b>	Monday to Friday between 8am – 5pm. Finish time is flexible; on occasion the day can be shorter or longer. 30-minute morning break and 30 min lunch break unpaid.
<b>Term:</b>	Temporary, casual variable hours. 2 days of picking is expected during the season
<b>Relationships with:</b>	Staff and students

### **Purpose**

The Cotswold Hills Vineyard is a small site producing both still and sparkling wines. We are seeking a team of experienced harvest workers to hand-pick our grapes during the harvest season from September to October 2025.

This is a temporary, seasonal role with variable working days, depending on when the grapes are ready to be picked. Exact dates are usually confirmed around a week in advance, so flexibility is essential. We are looking for workers available to start immediately.

Members of the team will provide all training which starts at 8am. We will split everyone into groups on the day to work together

### **Key Responsibilities**

- Hand picking grapes by hand.
- Working outdoors in all weather conditions
- Following health and safety guidance

## General responsibilities:

- The University is committed to equality of opportunity. All staff are required to comply with current legislation, University policies and good practice guidance.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role. Managers must facilitate learning and development within their teams.
- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that restricted information or highly restricted information to which they have access remains confidential during and after their employment at Royal Agricultural University. All staff must undergo appropriate data protection training as required.
- All absence from work must be reported in accordance with the University's absence procedures and recorded on iTrent.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

## University Values

As a University we have chosen five values to underpin our learning community. These are the values which we will all work by and for which we want the RAU to be known. We are:

- Collaborative - we believe in the power of working together. We are stronger as a community of practice - inspiring each other, identifying shared goals, and providing reciprocal support leads to greater success.
- Open-Minded - we are receptive to new ideas and we value the diversity of experiences and skills. We are committed to listening to everyone across the RAU community.
- Resourceful - we adopt creative approaches to achieve our goals while setting higher standards, promoting professionalism and sustainability.
- Responsible - individually and collectively we take accountability for our actions working with integrity to achieve the highest ethical standards.

- Inclusive - we acknowledge the fundamental value and dignity of all individuals and are committed to maintaining an environment that seeks to eliminate all forms of discrimination and respects diverse traditions, heritages, and experiences.

## Person Specification

<b>Requirements</b> The post holder must be able to demonstrate:	<b>Essential or Desirable</b>	<b>Measured By</b> A) Application Form B) Interview C) Presentation
<b>Qualifications:</b>		
A good standard of general education - GCSE or equivalent	D	A
Hold a full UK driving license	D	A
ATV License	D	A
<b>Knowledge, Experience and Skills:</b>		
Grape or Fruit Harvesting Experience	D	A
Strong Communication Skills	D	A
Flexibility in working hours	E	A
Quick Learner	D	A
Complete tasks with quality and to time	E	A
Physically fit and able to undertake manual tasks including some heavy lifting	E	A
High levels of health and safety awareness	E	A
Right to Work in UK	E	A

## Application Procedure

If you are interested in applying for this role, or assistance and complete:

- A University [Casual Application form](#) together with the [Equal Opportunities Monitoring Form](#) available on the University website [www.rau.ac.uk](http://www.rau.ac.uk)) – you may attach your up to date CV if you wish to add additional information.
- Please forward to the HR Team, Royal Agricultural University, Cirencester, Gloucestershire, GL7 6JS or via email to [jobs@rau.ac.uk](mailto:jobs@rau.ac.uk) stating where you saw the advertisement for the role. Please telephone the HR team on 01285 889 830 for information

- For informal queries, please contact Ryan Hanson (Director of Campus Experience) (ryan.hanson@rau.ac.uk)
- **Closing date:** 23 September 2025
- We acknowledge receipt of all applications within two working days. If you do not receive an email from us after submitting your application, please let us know by sending a new email **without any attachments** to [Human.Resources@rau.ac.uk](mailto:Human.Resources@rau.ac.uk) so we can check if your application has reached us.
- Should you be selected for interview please be aware that we are unable to reimburse interview expenses.

**The RAU is an equal opportunities employer and we particularly welcome applications from black and minority ethnic candidates as they are under-represented within the RAU at this level**

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