



SCOTTISH FARM LAND TRUST

Scottish Farm Land Trust aims to increase access to land for agroecological farming in Scotland

Scottish Farm Land Trust - Development Coordinator

Background

SFLT was established in 2015 to increase access to land for people wanting to farm agroecologically, with a focus on new entrants. We are inspired by organisations such as Terre de Lien (France) and the Ecological Land Cooperative (England & Wales). We aim to increase access to farmland by running community share offers to acquire farmland, and then rent this out on long-term affordable tenancies. We also support increased access to land through education, networking, matching, policy and campaigns work. In 2018 we registered as a Community Benefit Society, and in 2019 ran a successful crowdfunding campaign to raise funds to employ a Development Coordinator to help us progress our aims.

Our vision is for a food system where farms are connected to their communities and produce nutritious food in a way that makes a positive contribution to the health of communities and the natural environment. We want to see our farming system thrive, with a greater diversity of farmers and business models. Now, more than ever we can see the weaknesses in our existing food system, and the urgent need to build greater resilience to shocks. This can be achieved by supporting small-scale agroecological farms, improving access to land for those wanting to farm agroecologically, and widening participation in the ownership of land.

Work systems are currently challenging, facing a lot of uncertainty and challenges with long-term planning. We have reviewed this role in light of the current Covid-19 crisis. The majority of work, while ideally carried out in person in other circumstances, is possible to be carried out online should continued social distancing measures be required during the period of employment.

Job title: SFLT Development Coordinator

Location: Home based. Some travel around Scotland may be required.

Reporting to: SFLT board

Hours/Duration: 0.4FTE, 1 year.

This post will require some work out of office hours, including evenings and weekends, for which time off in lieu will be granted. There will be no payment of overtime.

Salary rate: £28,000 - £32,000 pro rata, depending on experience

Other: 15 days paid annual leave including public holidays (calculated as 0.4FTE for 28 days annual leave plus 11 days statutory holidays pro rata)

Pension: 5% employee contribution and 3% employer contribution.

Application Process

Closing date: 22nd May, 12 noon

Interviews: Week beginning 1st June - these will be conducted online.

Start date: August 2020

How to apply: Please send a 2 page CV and 2 page covering letter detailing your experience, knowledge and skills, and why you are applying to: contact@scottishfarmlandtrust.org



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Job Description:

This is a two day per week role running from August 2020 - August 2021, extension of contract is subject to additional funding. This role will work closely with SFLT Board and Members to further our aims and objectives. You will be reporting directly to the SFLT Board and receive supervision and support from a designated Board Member.

Purpose of role

The SFLT is a new organisation and the purpose of the Development Coordinator role will be to build on the work and help our organisation grow.

Specific responsibilities of this role will be to:

- Establishing and maintaining a member database and providing information to existing and prospective members.
- Developing a database of agroecological farmers and new entrants seeking land, and landowners with land available.
- Co-design systems and selection criteria for matching land, landowners and tenants.
- Work with SFLT Board to research and consult with legal advisors and other relevant organisations on agricultural leases and ecological land management to produce options appraisal for leasing terms.
- Support the SFLT Board with strategic development of the organisation.
- Providing regular updates to members, supporters and key stakeholders through our mailing list (Mailchimp), SFLT website, Facebook and Twitter.
- Increasing our profile through engagement with other organisations, attending events, working with the press, running outreach events.
- Liaise with relevant stakeholders and collaborate with aligned organisations as and when is appropriate.
- Undertake fundraising activities.
- Undertake other ad hoc work activities in relation to the activities of SFLT as and when requested by the Board.
- Regularly report to Board Members and attend Board meetings.



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Person Specification:

Knowledge & Understanding:

- Agroecological farming and food sovereignty
- Strong understanding of challenges and opportunities for access to land for new entrants to farming
- Knowledge of processes of agricultural leases and land transfers
- Background understanding and knowledge of the agriculture policy and legislation context in Scotland
- Demonstrable understanding and alignment with values of SFLT

Skills

- Strong facilitation and negotiation skills
- Strong communication skills with range of audiences
- Strong IT skills including online organising and meetings, social media, content and data management
- Budget management
- Fundraising skills and knowledge of funding context in Scotland

Experience

- Communicating with a range of different stakeholders including farmers, land owners, public bodies, policy makers and the general public is essential
- Working within cooperatives, BenComs and member led organisations
- Experience in co-design and collaborative decision making processes
- Experience in agroecological farming, or support to farmers

Personal attributes

- The candidate must be able to work independently and show strong initiative
- Creative and resourceful
- Highly organised and able to prioritise time
- Ability to build trust and strong relationships with a range of different people