

Community Gardener (freelance)

Application pack



Welcome

Dear Applicant,

Thank you for your interest in the role of Community Gardener (freelance) at ACAVA. If successful, you will be working with a dynamic, progressive and growing organisation with a 50 year history as an important part of the national cultural infrastructure.

ACAVA's unique vision – Creativity with Social Purpose – guides our work at the intersection of creative practice, community and place. We are an ambitious team focused on diversification and growth, enjoy a great work culture and have recently joined Arts Council England's National Portfolio so it is an exciting moment to collaborate with us.

We welcome informal confidential conversations with potential candidates to discuss any queries you may have. If you would like to arrange a discussion, please contact us at: recruitment@acava.org in the first instance.

I very much look forward to receiving your application.

Tom Holley

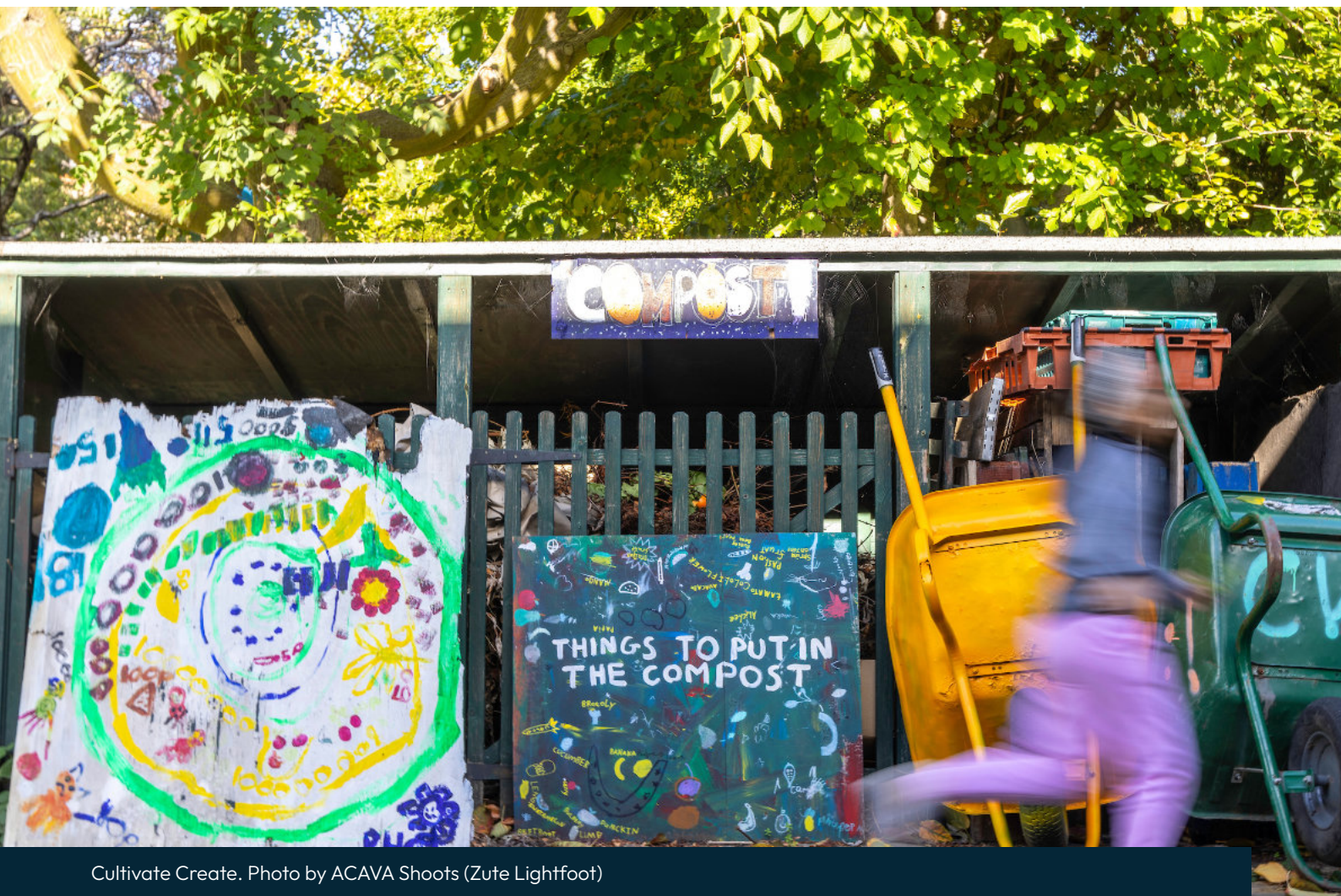
CEO

ACAVA

ACAVA is looking to appoint a freelance Community Gardener to lead our monthly family gardening programme Cultivate Create from March to October 2024, with the potential to extend subject to funding.

Cultivate Create is a growing project for North Kensington families with a focus on improving wellbeing and emotional resilience. It provides a safe, non-judgemental space for families to connect with nature and each other. Participants have learnt to grow from seed to harvest as well as develop ways to improve biodiversity and respond creatively to the environment. Notable work has included: installing a greenhouse and polytunnel, building several raised beds to grow a broad range of fruit and vegetables, introducing a pond and bug hotel, cultivating a compost heap, and overall transformation of a previously unloved space into a thriving kitchen garden.

This is an exciting opportunity for someone with experience of gardening within a community context, ideally with families and vulnerable adults; and who enjoys collaborative practices and projects.



Cultivate Create. Photo by ACAVA Shoots (Zute Lightfoot)

Equality, diversity and inclusion

ACAVA is committed to equal opportunities, diversity and inclusion and we are keen to address imbalances in our workforce. We encourage applications from all races, religions, genders, countries of origin and sexual orientations.

We particularly encourage applications from disabled people and those from global majority backgrounds as these groups are underrepresented in our organisation.

A large print version of this document is available on request.

We also welcome video applications. You can read the 'How to apply' section on this pack for more information on how to apply by video.

If you have access requirements at any stage of the recruitment process, please contact the team at: recruitment@acava.org.

Job description

- **Job title:** Community Gardener (freelance)
- **Contract:** Fixed-term, Part-time and Freelance over a period of eight months, with the potential to extend the role subject to funding and project development.
- **Hours:** Variable according to seasonal need, but will include community sessions at least once a month, preparation and planning, and overall maintenance of the garden.
- **Fee:** A daily rate of £196 based on an 8-hour day (or £24.50 per hour) will be paid with a total contract value of £7056 for delivery between March – October 2024, equating to 36 days.
- **Reports to:** Curator of Social Practice
- **Key internal relationships:** Head of Social Practice, Head of Fundraising, Curator of Social Practice, and the wider Social Practice team.
- **Location:** ACAVA Maxilla Walk Studios, Maxilla Forest School and ACAVA Maxilla Walk Studios's yard/kitchen garden (4 Maxilla Walk, London W10 6NQ).

Purpose of the role

As our Community Gardener, you will take over the garden development, maintenance and community building started by the team that delivered the pilot phase of the project between April 2022 and March 2024. With our support, you will build trust with families, work with them to plan the growing season and deliver a full and engaging programme of monthly activity.

During the pilot phase, we partnered with several organisations to further expand families' experience of gardening and art, these include visits to Chelsea Physic Garden, Fulham Palace Gardens, Meanwhile Gardens and the Nourish Hub. We are keen to continue to build on these connections as well as explore the potential for new ones.



Cultivate Create. Photo by ACAVA Shoots (Zute Lightfoot)

Key responsibilities

- Take overall responsibility for the planning, care and maintenance of the Cultivate Create garden.
- Collaborate with the Curator of Social Practice to develop the programme.
- Build trust and create a safe and supportive environment for families to explore and develop their gardening skills, with a professional approach.
- Plan a programme of engaging monthly gardening sessions for families.
- Manage your contracted hours effectively to ensure time for weekly garden maintenance as well as session planning and delivery.
- With input from the families, plan for the growing season, and build on what has already been established in the garden, including growing fruit and vegetables from seed to harvest and implementing organic and sustainable growing techniques.
- In close collaboration with the families and the Social Practice team try out innovative ways to further develop the space (including improvement to biodiversity).
- Source seeds, seedlings, plants, compost and materials with which to implement the plan with families during facilitated sessions.
- Work with the Curator of Social Practice, to design monthly peer-led sessions for families to support garden maintenance (simple tasks such as watering, weeding, tying in, bird monitoring etc.), as well as increasing the independent access and responsibility families have to the garden.
- With the Curator of Social Practice, establish cross-programme collaboration between Cultivate Create and our flagship school holiday programme Flourish, and engage in other creative opportunities as they arise.
- Explore the possibility of implementing a rota of adult volunteers to support garden maintenance.
- Collaborate with the Curator of Social Practice, to maintain existing and build new relationships with specialist horticultural and food-based organisations, creating the opportunity to expand families' experience of gardening and growing.
- Monitor and evaluate engagement with the support of the Project Assistant and the wider Social Practice team.
- Ensure best practice health and safety standards and procedures are adhered to.

General

- Support ACAVA's commitment to best practice including equality, diversity, and inclusion in all our work.
- Positively engage in, and contribute to, an open collaborative working culture.
- Be an ambassador and advocate for ACAVA at all times.



Cultivate Create. Photo by ACAVA Shoots (Zute Lightfoot)



Cultivate Create. Photo by ACAVA Shoots (Ashleigh Ramel)

Person specification

We are looking for someone who:

- Is personable with experience in gardening within a community context, ideally with families and vulnerable adults.
- Has experience and enjoyment of co-collaborative practices and projects.
- Brings a solution-focused, flexible approach with excellent communication skills.
- Is reliable and punctual.
- Is curious to explore how families, artists and gardeners can work together.
- Understands the importance of monitoring, reporting and evaluation, bringing a reflective and constructive approach.
- Is committed to ensuring health and safety standards and procedures are adhered to.
- Is computer literate and experienced in using Microsoft Drive (or similar), Word, Excel, and Email.
- Is confident to manage a small materials and equipment budget effectively.

Desirable

- Due to the nature of the project, our ideal candidate will live locally in North Kensington, or in the neighbouring boroughs of Brent, Hammersmith and Fulham and Westminster.

About ACAVA

ACAVA is a leading arts education charity that evolved from artist-led initiatives in the early 1970s. For 50 years we have been amongst the UK's most progressive affordable studio and workspace providers. With a portfolio of 15 studio buildings, exhibition spaces and workshops across eight London boroughs, one building in Essex and an industrial heritage site in Stoke-on-Trent we support a community of over 400 creative practitioners, cultural organisations and creative SMEs. A pioneer of delivering arts in health and wellbeing settings for over 30 years, we bring professional artists together with local communities in co-created programmes that explore art and creativity and deliver creative, social and economic value.

To learn more about us, please [visit our website here](#).

You can find out more about [Cultivate Create here](#).



Photo by ACAVA

How to apply

Please email the following to recruitment@acava.org:

- Completed [Application Form](#), including an answer to the application question (maximum two sides of A4 with text at 12 point size) or WeTransfer link to a sound recording or video (maximum ten minutes).
- Up-to-date CV

We also encourage you to complete and return the [Equal Opportunities Monitoring Form](#). All information given to us on the monitoring form will be separated from the application documents on receipt and will be held separately and anonymously for monitoring purposes only.

We are only accepting applications by email for this post. If you have a disability that makes it difficult for you to provide us with information in this way, please call 0749 639 2136 for assistance.

Dates

Please apply by Wednesday 28 February 2024, 9am.

Interviews will be held in person during the week beginning 4 March 2024 in North Kensington.

If you have any access requirements, please let us know when you apply.

Start date: March 2024.