

## Position: Head Honcho - Designate

### Growing Better CIC

Unity Business Centre  
Roundhay Rd  
Leeds LS7 1AB



Start Date: Immediately

Salary: up to £18,600, with the potential to earn more after assuming full responsibilities

Hours: 40 hours / week; some weekend and evening work required on a flexible basis and in emergencies. We will support a ramping up of hours from part to full time if you are returning to work following a long absence

We are a tiny early stage social enterprise looking for a very special person to recruit now and develop into the leader of our business by the end of this year.

We're hiring for ATTITUDE ! We don't need you to have experience or qualifications in hydroponics or management, or even any GCSEs ... BUT you do need to be passionate about building a successful social enterprise, better mental health and creating a sustainable food system – and you will need to convince us of that at interview.

Reporting to our CEO, you will eventually lead our microgreens growing, packaging, shipping, and sanitation operations for our hydroponic indoor farm. You will also be responsible for managing two other team members and for maintaining good relationships with suppliers and customers.

This really is not a job for the faint-hearted and neither is it a 9-5 job. You will be leading an exciting startup with ambitious growth plans. You will be very focused on being the best you can be, highly resilient, utterly dependable, and the type of person who never ever gives up.

If that describes you, and this opportunity really excites you – read on ...

You can't manage what you don't know, so initially you will learn every aspect of our business - from growing to sales, the people to the technology, the suppliers to the customers. You will learn how to sow seeds, scrub out trays, cut and pack microgreens, manage orders and production schedules, phone potential customers, work our social media, repair and rebuild our hydroponic system – it's an endless list!

Over the training period you will gradually take responsibility for our business, our employees and our customers. You will in time become responsible for the day-to-day running of an efficient business, managing people, budgets, food safety, equipment and stock. You will always remain hands-on, providing backup when colleagues are absent, and trialling new products and ways of growing.

At all times you will be expected to take a keen interest in hydroponic indoor farming, seek out ways to improve our operations, and explore new opportunities for the business such as new varieties of produce, and new services such as training and corporate events.

You will represent Growing Better at external events and be an evangelist about our business and social mission.

## About You

Whatever you do, you give it everything: you constantly challenge your knowledge and ability and stretch yourself to reach the next level.

You:

- Are 77 or 17 – or somewhere in between
- “Get” people, you respect their needs, boundaries, view of the world and ability to contribute
- Value diversity and the experiences of others, and acknowledge any privileges you have
- Are a quick thinker, not ponderous – but you get your evidence and reasoning in order
- Take decisions and are prepared to be held accountable for them even when they go wrong
- Are a risk taker – but you calculate the risk
- Are confident but not arrogant, and you put others needs ahead of your own

Above all you’re insatiably curious ... you want to know why, how, who, when, where - and you don’t stop until you find out.

## Knowledge, Skills and Experience (Don’t be put off!)

This is what you will have in six months’ time - you almost certainly won’t have all or even most of these right now – but don’t let that put you off. As long as you can convince us you’re capable of learning fast and you’re prepared to invest some of your own time in your own development, we’ll support you to gain them:

- Knowledgeable about hydroponics
- Knowledgeable about mental health, possibly through direct or indirect experience
- Knowledgeable about the food system and the need for a sustainable food system
- Servant leadership (a leader who focuses on helping others achieve their work tasks and goals)
- Quick at basic maths, and with good written English and grammar (the only must-have)
- Intermediate Word and Excel; able to design marketing materials, manipulate images
- Confident with social media – particularly Instagram, but also FaceBook and Twitter
- Handy – can drill holes, put things together, do basic wiring and plumbing, and running repairs
- Able to prioritise and manage time effectively for self and the team
- Able and willing to lead by example
- Interested in people, their wellbeing, job satisfaction, the service they receive
- Food Safety – understanding of processes, tools, cleaning techniques, clothing and behaviour to meet food safety requirements.
- Able to work out how to improve what we do: make it quicker, less costly, better quality, more rewarding
- Collaborative – engage well with other team members to resolve problems, but able to work alone
- Able to write reports, business correspondence and procedures and work instructions
- Able to define problems, collect data, establish facts and draw valid conclusions

## **Applying for this Position**

You can find out about us on our web site and on social media. If you are invited for interview we will expect you to have done a bit of research on the internet and be able to talk about:

- Our organisation
- Mental health
- Sustainable agriculture
- Hydroponics and vertical farming systems
- What is suitable to grow hydroponically
- Our potential customers and our competitors

We don't expect you to be an expert on any of the above. But if you're really as keen as we need you be, you'll be mugging up on all of this anyway!

We particularly welcome applications from people:

- Living locally in LS7 and surrounding postcodes
- With lived mental health experience
- From minority / disadvantaged communities
- Who are ex-Forces

We will endeavour to make adjustments for people with disabilities. Please bear in mind that this is a quite a physical role at times with quite heavy lifting, carrying, occasionally using a pallet fork, stretching, and getting into tight spaces around equipment required.

## **How To Apply**

Once again, please do not be put off by your perceived lack of knowledge, skills or experience. All of these can be learned and acquired. What cannot is your attitude, ambition and quick mind. Finally and importantly, we will take account of the challenges you have faced in getting to where you are in your life.

If you would like to apply for this role, you should send an email to the address below telling us, in no more than 500 words, why we should invite you for interview.

Email: [hireforattitude@growingbetter.co.uk](mailto:hireforattitude@growingbetter.co.uk)

Closing Date: noon on Friday 27<sup>th</sup> July

Interviews: will be held during the week of 30<sup>th</sup> July. In exceptional circumstances we may be prepared to interview before or after that week.

No agencies please.