

Horticultural Therapist (Casual Worker)

Job Description

Title:	Horticultural Therapist (Casual Worker)
Place of work:	Kings Heath Park, Birmingham (May involve travel to other locations within Birmingham)
Reports to:	Garden & Client Manager
Salary:	£11.17 per hour
Contract:	Casual worker

REQUIREMENTS OF THE POST

Reporting to the Garden & Client Manager, working as part of the team of horticultural therapists to deliver Thrive programmes to meet the needs of all our client groups.

To act as Cover Therapist for groups where the regular Therapist is unavailable.

Support the management team to achieve Thrive's aims and objectives and to maximise the scope and breadth of services which improve lives. Pro-actively support revenue raising initiatives which include social enterprise and our expanding offering of corporate volunteering opportunities.

Key responsibilities

Client programmes

- Support the development and running of individually tailored programmes, for vulnerable, disadvantaged or disabled people
- Follow Individual Development Plans for clients
- Assess progress with clients
- Complete necessary paperwork, including the recording and monitoring of client behaviours and achievements
- Maintain awareness of the groups they are covering, usually through volunteering with that group between covering, or planned preparatory visits to ensure familiarity with session prior to running it.
- Work with the employment team to support the clients into volunteering or employment
- Work with and support Thrive's volunteers who form a key part of the delivery team

Horticulture

- Work with clients on a wide range of horticultural based activities
- Operate to the horticultural standards expected by Thrive, under the supervision of the Client and Garden Manager

Outreach and promotion

- Undertake client programmes in other locations within the region
- Run and/or assist with corporate volunteering days, promotional displays, visitors' days and special events on and off site.

Infrastructure

- Work in co-operation with local and national Thrive teams
- Work in accordance with Thrive policies and procedures at all times
- Identify and respond to personal training needs to meet competency standards
- Attend other activities associated with Thrive, including team meetings, national events and staff conferences
- Take joint responsibility on a day-to-day basis for the centre's buildings and gardens so that they remain clean, tidy, attractive, and safe
- Support the review and maintenance of tools and other equipment to meet the needs of the centre
- Undertake such other duties as may reasonably be required from time to time, given the nature of the project and of the overall functions of the Horticultural Therapist.

This list is not exhaustive. Amendments and additions may be required in the future, in line with policy and other changes

Successful appointment to this post will be subject to satisfactory references and a criminal record check from the Disclosure and Barring Service.

Person Specification

Area	Essential	Desirable
Qualifications	Recognised qualification in horticulture	Teaching qualification e.g. City & Guilds 7407 Recognised qualification in Occupational Therapy Certificate or diploma in Horticultural Therapy
Experience	Lesson Planning/individual learner plans Working with people with a wide range of disabilities Practical gardening/ horticultural experience	Working in partnership with voluntary and statutory agencies Teaching or coaching Professional gardening experience Working in a social care setting
Skills and Knowledge	Strong verbal and written communication skills Good standard of numeracy Strong personal organisation and co-ordination skills Good standard of IT skills Ability to work on own initiative Able to work well with others Ability to build rapport Flexibility in the working environment	
Other	Willing to undertake some out of hours work for which time in lieu is given Prepared to undertake some travelling	Hold a full driving licence Hold a current First Aid qualification

Overview of Terms of Employment & Benefits

The nature of our business means that we sometimes need to cover staff absences, peaks in demand etc. We are looking for individuals to whom we can offer limited duration, casual assignments in such circumstances.

Salary: £11.17 per hour. Casual workers are only paid for the hours that they are required to work.

Working hours: will be agreed in advance between yourself and the Client and Garden Manager. There are no fixed hours and the number of shifts offered is at our complete discretion. Casual workers are entirely free to reject any assignment offered.

Contract: Casual Worker.

Location: Thrive Birmingham, the role may involve travel to our outreach projects in Birmingham.

Notice periods: One week.

Pension: As we do not believe this post leads to an individual being an eligible worker, our casual workers are not automatically enrolled into a workplace pension scheme.

Safeguarding: Appointment to this post will be subject to a satisfactory Disclosure and Barring Service check.

To Apply:

Please send your CV and a written statement explaining how you meet the full person spec and what you will bring to Thrive, to recruitment@thrive.org.uk by **5pm Friday 24th September 2021**.

To achieve our goal of engaging as many people as possible in 'gardening for health', we know that our employee team needs to better reflect and represent all of our communities. Therefore we particularly welcome applicants from a Black, Asian and Minority Ethnic background, and disabled people, as these groups are currently under-represented among Thrive's employees.

Thrive are a Disability Confident Employer and as such we are committed to the employment and career development of disabled people and will offer an interview to give you the opportunity to demonstrate your abilities at an interview, if you declare that you have a disability and meet the minimum criteria for the job.



By 'minimum criteria' we mean that you must provide us with evidence in your application which demonstrates that you generally meet the level of competence required for each competency as well as meeting any of the qualifications, skills or experience defined as essential.

Successful appointment to this post will be subject to satisfactory references and Disclosure & Barring Service checks. Thrive complies fully with the DBS Code of Practice. Having a criminal record will not necessarily prevent an individual from working for Thrive.