

Senior STH Practitioner (London)

Job Description

Location:	Thrive Battersea
Reports to:	Client Services Manager
Direct reports:	STH Practitioners
Hours:	35 hours
Contract:	Permanent
Salary	£28,500

Main purpose

To manage the delivery of high quality and effective Social and Therapeutic Horticulture (STH) programmes in London for adults. Providing line management to the London team of STH Practitioners.

To deliver STH programs working with plants and people to improve an individual's physical and psychological health, communication and/or thinking skills.

Working in line with Thrive's aims and objectives to maximise the impact of services which improve lives. Support revenue raising initiatives, such as corporate volunteering opportunities.

Relationships

- Reporting to the Client Services Manager
- Working with groups of Client Gardeners facilitating time in nature, a positive social environment and meaningful occupation.
- Managing and working as part of the team of STH Practitioners to deliver Thrive programmes
- Liaise with the Operations Manager and Client Services Coordinators to enable smooth operations
- Work with and support Thrive's volunteers who form a key part of the delivery team.
- Colleagues at Thrive's other centres, to support the development of Thrive's practice.

Key Responsibilities

Client Services Delivery

- Planning and delivering sessions for Client Gardeners, using gardening tasks to enable Client Gardeners to achieve their aims. Complete necessary paperwork, including the recording and monitoring of client behaviours and achievements.

- Oversee the delivery of STH programmes (onsite and outreach), ensuring the application of good practice to maximise the benefit each client derives from Thrive programmes.
- Input to the development of new STH programmes (on site and outreach)
- Ensure that all new clients have an assessment of personal goals
- Ensure effective data recording to demonstrate client progression and achievements, and implementation of the Green TOMs processes.
- Lead on resolution of issues relating to existing clients in London, escalating to the Client Service Manager where necessary. Liaising with and coaching practitioner in supporting client gardeners.
- Ensure that Thrive's Safeguarding Policies and Procedures are properly implemented and adhered to, reporting incidents/allegations to the Client Services Manager.

Gardens and Horticultural Resources

- Oversee, prepare and implement horticultural plans for the gardens managed by Thrive, ensuring that they are compliant with the landlord/funder's planting and maintenance plans (if applicable).
- Ensure that sufficient and appropriate horticultural resources are available and that expected horticultural standards are maintained.
- Manage the procurement of horticultural materials and equipment, ensuring running costs remain within agreed budget.
- Produce work schedule/activities for corporate volunteering days.
- Keep plant sales areas stocked to optimise sales opportunities.

Management

- Provide line management to the STH Practitioners, identifying training, CPD and equipment requirements to deliver effective STH programmes.
- Specify the horticultural and equipment budget requirements. Ensure necessary tools and equipment are available.
- Allocate tasks to the Garden Maintenance Volunteer(s) and request repairs as needed.

Corporate Days

- Identify and plan suitable tasks for corporate groups to undertake in the gardens
- Enthuse corporate volunteers regarding the work of Thrive and share information about our work with those participating.
- Lead groups of corporates in the garden, ensuring a positive and professional experience
- Work coherently with other garden users, such that the works completed by the corporate groups supports our delivery.

Quality STH Delivery

- Actively participate in the Professional Body for STH, conforming to the code of conduct.
- Commitment to personal CPD and the CPD of your colleagues

- Keep abreast of latest research and developments in Social and Therapeutic Horticulture (STH) and incorporate appropriate elements into clients' work programmes
- To uphold and model Thrive's Quality Standards for STH delivery, identifying areas for development as needed.
- Taking responsibility for ensuring the quality of monitoring and evaluation of client progress within the team and instigating Monitoring & Evaluation activities in line with the annual plan.

General Responsibilities

- Work in co-operation with local and national teams
- Work in accordance with Thrive policies and procedures at all times
- 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 project 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 project.
- 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 Senior STH Practitioner.

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

Person Specification

Area	Essential	Desirable/Useful
Skills and Knowledge	<ul style="list-style-type: none"> • Thorough understanding of the practice of Social & Therapeutic Horticulture • Good horticultural knowledge and experience with a recognised qualification (such as RHS level 2) • Ability to manage service delivery in a variety of different settings • Ability to coach staff and volunteers to adopt best practice in STH delivery • Ability to handle sensitive issues with compassion and impartiality • Interpersonal and communication skills and the ability to build rapport with a diverse range of people 	<ul style="list-style-type: none"> • Up to date digital skills including use of MS Teams and CRM systems to manage work and reporting; comfortable with MS Office tools. • Understanding of adult social care, social prescribing, safeguarding and health and social care commissioning. • Ability to manage service delivery to ensure the Safeguarding of Adults at risk.
Experience	<ul style="list-style-type: none"> • Application of risk management to service delivery • Management and motivation of volunteers • Effective cost management 	<ul style="list-style-type: none"> • Monitoring and evaluation of health or social care outcomes.
Personal Attributes	<ul style="list-style-type: none"> • Ability to manage and motivate self and others • A clear thinker with good analytical skills • Strong verbal and written communication • Strong personal organisation and co-ordination • Ability to work on own initiative and as part of a national team 	
Other	<ul style="list-style-type: none"> • Committed to the aims of Thrive • Committed to developing self and others • Willing to undertake some out of hours work 	

Overview of Terms of Employment & Benefits

Salary: £28,500

Contract: Permanent

Location: Based at Thrive London in Battersea Park. Some days will be spent at outreach centres within London, requiring some travel. The role will involve occasional travel to the Thrive Centres in Reading and Birmingham.

Working hours: a normal working week is 35hrs, Monday to Friday 8.30-4.30pm.

It is anticipated that typically 2 days will be dedicated to direct delivery (overseeing sessions with groups of clients or corporates) and 3 days will be used for managing the practitioner team, ensuring quality STH provision and overseeing gardens and horticultural resources.

Some flexibility of working hours may be required and given the nature of Thrive's services working on evenings or Saturdays and Sundays is occasionally undertaken, in which case days off in lieu may be granted.

Probationary period: there is a probationary period of 6 months for new employees, with reviews at 3 months and 6 months. Thrive may extend this period of probation if necessary.

Holidays: annual holiday entitlement is 25 days, rising to 27 days after 5 years, pro rata for part time employees. In addition to annual holiday entitlement, you are entitled to all statutory holidays and bank holidays, or if work is undertaken on those days you are entitled to straight days off in lieu.

Sickness absence: Full salary for the first 20 days; half salary for the next 20 days; subsequent absences at nil salary (apart from any SSP entitlement) until return to work.

Pension: you will be automatically enrolled into Thrive's contributory pension after 2 months employment. Thrive's contribution to the pension scheme is 4% of gross salary and you will be required to contribute a minimum of 4%.

Death in Service Benefit

Employee Assistance Programme: The EAP offers a range of services that are designed to offer you a happy and fulfilling life. This includes access to free counselling services and several information helplines.

Lifeworks/Perks: A portal that offers discounts and cashback - Employees can access 1000s of perks with discounts on everyday purchases, discounted cinema tickets, savings at their favourite restaurants, cashback and more.

To Apply:

Please send your CV and a written statement explaining how you meet the person specification and what you will bring to Thrive, to recruitment@thrive.org.uk by **6th December at 17.00**.

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 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.

Charity No. 277570

Company No: 1415700