



Animal Care Project Lead - ETF



37.5 hours per week - Flexible working across 7 days



Animal Care Manager



Enhanced DBS



Level 2 Animal Care or equivalent



Elm Tree Farm and Grimsbury Farm

Purpose:

We operate two farm sites, and the Animal Care department is required to work across both as needed to support safe, consistent and effective provision.

The Animal Husbandry project provides services for people with learning disabilities and autism based at Elm Tree Farm, providing an opportunity for training, employment and wellbeing outcomes. To achieve these outcomes, you will plan, organize, direct, control and co-ordinate activities, and engage the people we support in all aspects of animal husbandry and running a small holding. You will create a safe and enjoyable environment and provide structured sessions to enable people to achieve their desired outcomes.

Grimsbury Farm is a community farm that requires a flexible, practical and people-focused approach. The role involves balancing the daily demands of livestock care, site safety, maintenance, public engagement and meaningful support for people with learning disabilities and autism. This means working confidently in a changing outdoor environment, responding to animal welfare needs, supporting visitors and community activity, and ensuring the farm remains safe, welcoming and productive throughout the year.

Objectives:

Deliver meaningful, person-centred support

- Create and maintain service designs, schemes of work and session plans that help people with learning disabilities achieve their personal outcomes.
- Keep all personal records accurate and up to date.
- Provide clear quantitative and qualitative reports that reflect progress and impact.

Lead the development and delivery of high-quality farm and livestock operations

- Assist the Animal Care Manager with breeding schedules, land management and produce/meat ranges for sale through the farm shop and markets.
- Ensure livestock welfare through adherence to legislation (DEFRA, HSE, Care Farming UK) and uphold the RSPCA Five Freedoms at all times.
- Assist the Animal Care Manager with managing livestock day to day, monitor stock quality, and order resources in a cost-effective way.

Support the effective running, growth and safety of the project

- Use project-planning techniques to support quality provision and develop systems that enable new initiatives.
- Ensure health and safety procedures are followed, and regularly inspect facilities and equipment, reporting maintenance needs.
- Undertake marketing activities to increase sales and attract new business.

Lead and collaborate with colleagues to support a thriving care farm

- Line-manage Support Workers, providing regular supervision and appraisals.
- Build strong partnerships by working with the whole Brandon Trust Animal Care team and attending farming/agricultural events.
- Manage and be part of the weekend, bank holiday and out-of-hours rota to support livestock welfare.
- You may be asked to work at any of our farm sites in the Bristol cluster to cover sickness absence or holidays

Key Relationships

- Animal Care Manager
- Farm Manager
- People we support within Elm Tree Farm
- Enterprise staff at our Farm sites

Skills and behaviours you need for this role

CORE SKILLS

Skill	Level required for role					What this means
Data Literacy						People at this level understand the basics of collecting and using data safely.
Digital Skills						People at this level use a range of digital tools and follow online safety rules to help their team work smoothly and safely.

Governance and Compliance						People at this level use governance and compliance rules in their daily work to help keep the organisation safe and responsible.
Commercial Awareness						People at this level understand simple financial ideas and know why it is important to use money and resources responsibly.
Health and Safety						People at this level use health and safety rules in their everyday work and help maintain a safe and healthy environment.
Inclusion						People at this level use inclusive behaviours in everyday work and make sure others feel welcome and involved.

SPECIALIST SKILLS

Skill	Level required for role					What this means
Animal Health & Welfare						People at this level carry out daily Animal Health & Welfare tasks on time and understand the need to act on risks, share information, use data, adapt to change, and provide a consistent experience.
Handling & Behaviour Management						People at this level complete daily Handling & Behaviour Management tasks on time and understand the need to act on risks, share information, use data, adapt to change, and deliver a consistent experience.
Feeding & Nutrition						People at this level carry out daily Feeding & Nutrition tasks on time and understand the need to act on risks, share information, use data, adapt to change, and deliver a consistent experience for customers and visitors.
Record Keeping & Compliance						People at this level complete daily Record Keeping & Compliance tasks on time and act on risks, share information, use data, adapt to change, and provide a consistent customer and visitor experience.
Facility & Resource Management						People at this level show a basic understanding of Facility & Resource Management by following simple steps, keeping clear records, using tools safely, asking for help, and reporting concerns quickly.

BEHAVIOURS - VALUES

Behaviour	Level required for role					What this means
Equip						People at this level prepare well and work in a steady, organised way. They make sure others can get the right information and that work runs smoothly.
Involve						People at this level make sure others are involved in conversations, teamwork, and making decisions.
Support						People at this level give strong support and encouragement to others. They help create a workplace where everyone feels valued, included, and able to grow.

Recognise						People at this level use clear communication, good listening, and quick responses in their everyday interactions.
Challenge						People at this level take responsibility, try new ideas, and adapt well to change to help work move forward.

COMPETENCIES

Behaviour	Level required for role					What this means
Active Listening						People at this level listen with care in everyday conversations and reply in ways that help people work well together and build trust.
Commercial Awareness						People at this level have a basic understanding of the organisation and how it works, but they need guidance to apply commercial thinking.
Conflict Resolution						People at this level manage and resolve conflicts well while keeping professional relationships strong.
Collaboration						People at this level work with the right people at the right time to guide their actions and decisions in day-to-day work.
Co-production						People at this level actively involve the people we support and their colleagues in shaping work and making decisions.
Crisis Management						People at this level handle crises by solving problems and staying calm when things feel intense.
Decision making						People at this level make informed choices and feel confident deciding within their role.
Emotional Intelligence						People at this level use their awareness of emotions to communicate well and build positive working relationships.
Planning and Organising						People at this level plan and manage tasks effectively, ensuring efficient completion of work.
Reliability						People at this level manage their own workload reliably, meet expectations, and follow through on commitments.

Leadership and Management

Behaviour	Level required for role					What this means
Coaching and Mentoring						People at this level give structured coaching and mentoring to help employees develop skills and confidence.
Team Building						People at this level help create a positive team environment by building trust, supporting teamwork, and helping resolve issues.
Performance Management						People at this level set clear expectations, give regular feedback, and support employees to improve and succeed.

Employee Engagement						People at this level help create a workplace where employees feel valued, motivated, and able to share their ideas.
Workforce planning and development						People at this level support workforce development and help ensure the team has the skills it needs now and in the future.
Conflict resolution						People at this level manage conflicts in a fair and constructive way while helping maintain good working relationships.
Inclusive leadership						People at this level show inclusive behaviour every day and help create fairness and respect within their team.
Empowerment and delegation						People at this level delegate tasks effectively and help others build skills, confidence, and independence.
Psychological safety and wellbeing						People at this level help create a positive team environment where psychological safety and wellbeing are supported every day.