



JOB DESCRIPTION: Farm Manager

Our Aim

Liberty Training is an organisation devoted to improving the lives of society's most vulnerable and needy individuals, supporting them to achieve the most in their lives. With our combined knowledge and experience Liberty Training deliver an optimum service to help learners achieve their full potential and make a positive impact on society through our nurturing and supportive Specialist Post-16 College.

Your Role

Liberty College is seeking a dedicated and experienced Farm Manager to establish and oversee the day-to-day operations of our educational farm located in Faversham, Kent. The farm will support the college's vocational, wellbeing, and outdoor learning programmes by providing hands-on experiences with animals and land-based activities.

The Farm Manager will be responsible for animal welfare, farm maintenance, student engagement, and the development of a safe, productive, and enriching farm environment. The Farm Manager will need to have technical and practical competence. Flexibility will be required to meet the needs of the business. This is an all year-round post. There will be evening and weekend working required to support the farm operation, as well as whole college events where there will be a requirement to attend.

Pay: £40,000 per year

Hours: 37.5 hours per week

Benefits: 28 days' annual leave per year plus bank holidays off

Company pension

Sick Pay

Christmas & summer party paid for by the company

Employee Assistance Programme

Online health portal & 24 hr telephone support

Free tea, coffee & milk

Excellent training opportunities

(Please see 'What we offer' document for full list of staff benefits)



Disclosure and Barring Service (DBS)

Checks The Disclosure and Barring Service (DBS- formerly CRB) helps employers make safer recruitment decisions. A number of roles, especially those involving children or vulnerable adults, are subject to a criminal record check. All job offers are subject to successful DBS checks, an individual not being listed on the POVA register and are subject to a final offer of employment being made by Liberty.

Responsibilities

Animal Care & Welfare

- Oversee the daily care and welfare of all animals including pygmy goats, alpacas, horses, rabbits, and ducks.
- Ensure animals are fed, housed, exercised, and monitored in accordance with best welfare practices.
- Coordinate veterinary care, vaccinations, hoof trimming, shearing (alpacas), and routine health checks.
- Maintain accurate animal health and welfare records.
- Farm Operations
- Manage the day-to-day operations of the farm including feeding schedules, paddock rotation, and stable management.
- Maintain fencing, shelters, stables, water systems, and farm equipment.
- Manage pasture health and grazing plans.
- Ensure compliance with animal welfare legislation and farm safety regulations.

Student Engagement & Education

- Support vocational and therapeutic learning activities involving students from Liberty College.
- Supervise students participating in animal care and farm-based learning tasks.
- Promote safe and positive interactions between students and animals.
- Contribute to developing practical farm-based learning opportunities.

Health & Safety

- Implement and maintain farm health and safety procedures.
- Carry out risk assessments for farm activities involving students and staff.
- Ensure safe animal handling practices at all times.



Administration & Planning

- Maintain farm records including feed, medication, breeding, and maintenance logs.
- Manage farm supplies, feed orders, bedding, and equipment.
- Assist with budgeting and cost management for farm operations.
- Liaise with suppliers, vets, and external contractors.

Site Development

- Assist in developing the farm as a sustainable learning environment.
- Support future projects such as animal enrichment areas, student learning zones, and small-scale agricultural initiatives.

Person Specification

Skills and qualities	Essential	Desirable
Ability to work independently and manage daily farm routines	✓	
Good communication and organisational skills	✓	
Passionate about animal welfare and outdoor education	✓	
Patient and supportive when working with students	✓	
Reliable and able to manage a varied workload	✓	
Qualifications and experience	Essential	Desirable
Qualification in agriculture, animal management, or land-based studies	✓	
Experience managing or working on a farm or smallholding with multiple animal species	✓	
Experience handling livestock such as goats, horses, or alpacas	✓	
First aid certification		✓
Experience working with young people or in an educational environment		✓
Experience in therapeutic or well-being based farm programmes		✓
Understanding and knowledge	Essential	Desirable
Knowledge of equine care and stable management		✓
Strong knowledge of animal husbandry and welfare	✓	
Personal Attributes	Essential	Desirable
A good sense of humour and flexible working approach	✓	
Self-motivated, hardworking team player, with a willingness to contribute to school life, whether on the farm, or not.	✓	
Practical, proactive, and solution-focused	✓	
Commitment to personal development through supervision, appraisal and training	✓	
Full UK driving license	✓	