



Job Profile	Garden Social Enterprise Manager
Department / Parish / Agency	Caritas St Josephs
Reporting to	Centre Manager
Cost Centre	98M
Location / Address	St Joseph's Pastoral Centre
Management of	n/a
Contract type	Full time (52 weeks)
Hours	14 hours per week Wednesday and Thursdays + agreed additional hours: training, staff meetings report)
Salary	£19.68 per hour
Job Reference	335-98M

Job Purpose:

Caritas St Joseph's Garden Enterprise is a Social Enterprise providing gardening services (mainly maintenance and some design) in parish churches and domestic gardens. The aim of Garden Enterprise is to provide on the job training, skill acquisition, and a dignified work pathway for our students and volunteers who are adults with intellectual disabilities. Once the latter gain the necessary expertise and confidence to work on their own, they are promoted to the position of Apprentice within the Garden Enterprise team, and are supported to apply for jobs/apprenticeships. Our current Garden Enterprise Apprentice, used to be one of the volunteers.

We are looking for a strong and fit horticulturist/gardener/handy person to lead our Garden Enterprise team, which includes adults who have intellectual disabilities.

Principle duties and responsibilities

1. To undertake maintenance and design jobs with the involvement of the other SEM.
2. To manage risk assessments for all jobs and keep up maintenance of all the tools.
3. To drive the staff and volunteers to the jobs using our mini bus.
4. To work in a 'person-centred' way with each student.
5. To motivate and inspire students in this subject and assess their achievements and progress
6. To manage the support staff and volunteers on that course
7. To teach and support the students to reach their full potential within this course.
8. To train the support staff and volunteers in the specific methods and techniques being used on this course
9. To work in line with St Joseph's Pastoral Centre course planning, evaluation, and student monitoring systems.
10. To work in accordance with St Joseph's Pastoral Centre's Health and Safety policies, confidentiality policy, in line with safeguarding vulnerable adults' procedures.
11. To liaise in a professional manner with colleagues with other agencies regarding the course content and student welfare/participation. To accurately and promptly communicate to other professionals and carers as directed by policy and good practice.
12. To actively participate in supervision and training sessions.
13. To work within the overall strategy and budget for the Centre
14. Promoting the general progress and well-being of the individual.

Our Diocese Values

Catholic social teaching covers all spheres of life, whether this is economic, political, personal or spiritual. At the heart of Catholic social teaching are principles and the four ethical values of love, truthfulness, justice, and freedom.

As the administrative support function of the diocese, here to serve our parishes, agencies and schools it would be out of step if we did not hold similar values.

We believe that for us to succeed we aspire to be person centered and place human dignity at our centre. We strive to take a holistic approach to the development of our people so that we may better serve the functions of our church.

Our core values are **Competence, Reliability, Honesty, Perseverance & Love.**

Competence

We strive to achieve total competence in all that we do – as an employer and as the administrative support function to our parishes, agencies and schools we are committed to developing and maintaining our knowledge, our skills and our expertise at the highest level required to benefit those that we serve.

Reliability

Because our parishes, agencies and schools rely upon us to support them in the work that they do, we aspire to deliver with consistency excellence in service. We can be depended upon to deliver on commitments and promises and make the lives of those we support more rewarding.

Honesty

We will act with integrity, truthfulness and straightforwardness at all times. We will challenge when appropriate and act with fairness and transparency at all times. If we make an error, we will own that mistake and can be trusted to make it right. We will be authentic in our passion for the support we provide to our parishes, agencies and schools.

Perseverance

We shall always demonstrate a steady persistence in every course of action – we will be tenacious disciplined and committed. Our collective perseverance speaks to continuing to provide support and service even when faced with difficulties and challenge. We shall be persistent in our pursuit of continuous improvement and excellence and will demonstrate determination, tenacity and integrity in everything that we do.

Love

We will demonstrate our love through the dedication and devotion we extend to all our parishes, agencies and schools. We will consistently act with empathy, understanding and passion – we will value each other and celebrate colleague's success; we will support, provide care and compassion for those who need it and be relied upon to be competent, reliable & honest.

Person specification:

This section outlines the things you will need to be able to demonstrate to be a successful in your role. We expect that you will work to our shared values in everything you do. In addition to our diocesan values, you will also need to be able to demonstrate the following areas.

Skills/competence requirements	Essential/ Desirable
Ability to work independently and as part of a team	E
Ability to motivate yourself, staff and students	E
Good interpersonal skills, both written and verbal	E
Commitment to the mission and values of St Joseph's Pastoral Centre	E
Ability to be flexible, determined, and energetic.	E
Ability to support and develop those with learning disabilities to be able to work in a professional way	E
Experience	
Portfolio showing your creativity and achievements.	E
Knowledge and experience of working with people with learning difficulties	E
Qualifications	
Qualifications and experience of teaching	D
Qualification in the chosen subject Gardening	E

Confidentiality

It is expected that all St Joseph's Pastoral Centre employees and volunteers will understand that our work is confidential and that personal details about people we work with and their families should not be divulged to members of the public.

Value Base

The post holder is expected to become familiar with the ethos and value base of St Joseph's Pastoral Centre and work within that framework. He/she must be prepared to operate within a Catholic organisation, with the understanding that the agency works with all people, regardless of religious beliefs.

Other

The post is subject to an enhanced check by Disclosure and Barring Service

N.B This is not intended to be a comprehensive description of the duties of the post. The post holder may be required to undertake other related duties as required