

Leadership

Competency

Leads staff to achieve goals through ensuring the wellbeing and motivation of a highly skilled, productive workforce.

Delegates tasks appropriately between team members, and within team dynamics.

Increases quantity of quality staff through inspiring others to want to work for the business.

Knows and understands the management strategies that map staff skills and highlight skills gaps to be filled within the business.

Supports the farm owner's values and goals and communicates and empowers the farm team to achieve these goals.

Inspires others on the team to have a good work ethic that increases productivity.

Ensures the workplace fosters a reasonable work/life balance to ensure staff are treated well and ensuring they are offered motivating and enjoyable work that avoids constant fatigue.

Knows and understands what the strengths and weaknesses are of the farm team and how to get the best from them.

Knows and understands how to use technological skills to work efficiently and productively.

Knows and understands what the strengths and weaknesses are of the farm team and how to get the best from them.

Communicates with and between business partners, banks/accountants, and the farm team.

Knows and understands how to use technological skills to work efficiently and productively.

Communicates with the farm manager to ensure work times and workloads for the farm team meet best practice and comply with legal obligations, and seeks to resolve any issues.

Communicates with contractors and sub contractors.

Balances profitability with hours of work.

Knows and understands the benefits of clear communication to enhance productivity.

Ensures the business has the right mix of skills to perform its tasks competently, which may include contractors and technical professionals.

Supports development of staff for the wider good of the business and industry.

Knows and understands the management strategies that map staff skills and highlight skills gaps to be filled within the business.

Solves problems that enhance the efficiency of the business and quality of production.

Knows and understands the benefits of clear communication to enhance productivity.

Oversees recruitment, selection, and induction of staff in an agribusiness.

Ensures staff are supported to be self-managing and responsible.

Monitors and manages staff to ensure productive working relationships, build people capability, and avoid conflict in the workplace.

Fosters a good working relationship with boards, directors and owners where applicable to enhance creativity, diversity and productivity.

Self-assesses strengths and weaknesses and puts in place strategies to address these to enhance performance.

Makes data informed decisions to enhance the business.

Focuses on the strategic aims of the farm and strives to achieve business goals.

Creates a workplace where open and honest communication is encouraged and proactively manages interpersonal conflict.

Makes decisions in a timely manner that benefit the business and staff.

Job title

Farm manager (crops)

Builds a team culture to support the farm's values and goals.

Environment

Competency

Manages a successful productive and sustainable business through knowledge and skills which promotes good environmental practice.

Knows and understands the implications of the duty of care, EC Waste Framework Directive, Hazardous Waste regulations.

Optimises the use of valuable by-products and separate clean and dirty water to minimise pollution risks.

Knows and understands that slurries and manures are not deemed as waste if spread for agricultural benefit.

Knows and understands the benefits of precision farming techniques to reduce nitrogen fertiliser inputs to reduce whole farm energy usage.

Knows and understands the legislation with regard to predators and vermin control.

Knows and understands the impact of Greenhouse Gas Emissions (GHGs) on climate change and the government agenda (Net Zero).

Knows and understands the principles of the waste hierarchy as related to the farm.

Knows and understands the compliance requirements and consent conditions for permitted site(s).

Knows and understands the current regulations governing the control of pollution from relevant facilities and materials on the farm and how these protect human health and the environment.

Knows and understands the rules and regulations around gun safety, and if appropriate, has a gun licence.

Ensures that waste is recycled where possible and dispose of non-recyclable waste in accordance with best practice.

Knows and understands how safe and effective working practices can reduce environmental impact.

Identifies potential pollutants, high risk areas including mapping storage locations.

Plans the purchase of goods to minimise the quantities of waste and minimise by-products.

determines targets to reduce emissions through careful monitoring, investment in improved technology, and regular servicing of farm machinery to ensure optimum performance.

Identifies and use relevant tools for carbon foot printing and carbon budgeting.

Plans the purchase of goods to minimise the quantities of waste and minimise by-products.

Fosters good relations with the local community to communicate the benefits of Integrated Farm Management (IFM).

Plans hedge cutting and ditch clearing to minimise the impact on flora and fauna.

Creates a plan to encourage greater biodiversity and conserve habitats on the farm (and neighbouring properties where appropriate).

Identifies key habitats and audit biodiversity on the farm.

Analyses appropriate and cost effective renewable energy options for the business.

Identifies potential pollutants and high risk areas, including mapping storage locations.

Monitors energy use and cost, and manage activities accordingly.

Demonstrates Leadership for Sustainable Management of the Environment.

Ensures that waste is recycled where possible and dispose of non-recyclable waste in accordance with best practice.

Job title

Farm manager (crops)

Demonstrates a responsibility for compliance requirements and consent conditions, makes sure all plans are implemented and monitored, reported, and kept up to date.

Applies knowledge and understanding of the environment to further the aims of sustainability.

Holds a gun licence where applicable.

Complies with appropriate standards and identifies risks that may compromise the outcome.

Develops and integrates a waste management plan that is communicated to concerned parties.

Develops an Integrated Pest Management (IPM) plan for the farm/business in line with regulation requirements and consents.

Establishes and monitors safe and effective working practices to reduce environmental impacts.

Demonstrates an understanding of, and compliance with, the regulations governing the control of pollution from relevant facilities and materials on the farm.

Optimises the use of valuable by-products and separates clean and dirty water to minimise pollution risks.

Health and Safety

Competency

Manages and leads people through the use of knowledge and skills ensuring Health and safety is adhered and good physical and emotional wellbeing is maintained throughout the business.

Ensures a culture of best practise health, safety and wellbeing is understood and followed by all of the team, by training staff and modelling this behaviour.

Evaluates information and takes actions to manage the risks to people.

Implements team preventive health, safety and wellbeing programmes in a timely and efficient way.

Demonstrates to others they clearly value safety, by allowing adequate budget, sufficient staff time and invests in appropriate safety structures to protect from danger.

Knows and understands all health and safety legislation that is applicable to managing the business to be able to produce and implement an appropriate Health and Safety policy.

Knows and understands how personal hygiene can affect human and animal health, and the impact of zoonotic disease.

Reports to senior leadership if the farm is not managing health and safety risks, or is causing wellbeing issues for the farm team.

Knows and understands the risks present in their farm premises and knows how to mitigate these risks.

Knows and understands to check contractors Health and Safety records.

Identifies and manages stress in others.

Knows and understands to check contractors Health and Safety records.

Demonstrates to others they clearly value the importance of safety, by visibly putting time and effort into this.

Demonstrates an authentic prioritisation of peoples wellbeing.

Demonstrates to others they clearly value wellbeing by allowing adequate budget working practices.

Knows and understands the risks present in their farm premises and knows how to mitigate these risks.

Develops health, safety and wellbeing policies, and ensures monitoring and updating occurs.

Recognises the role wellbeing plays in building personal and business resilience, and evaluates how they manage their wellbeing by identifying current resources and challenges.

Job title

Farm manager (crops)

Ensures the farm is a healthy, physically safe, and emotionally secure workplace, by training staff on how to protect their health, safety, and wellbeing on-farm.

Leads by example by complying with health and safety guidelines in the workplace.

Leads by example in wearing a helmet when using an ATV, and ensures other working on the farm do so.

Reports and records all accidents and near misses according to work safe legislation.

Knows and understands all health and safety legislation that is applicable to managing the business to be able to produce and implement an appropriate Health and Safety policy.

Knows and understands how personal hygiene can affect human and animal health, and the impact of zoonotic disease.

Environment and Soil/ Growing Media

Competency **Manages crop production through knowledge and skills that enhance sustainability of the business and the environment through careful management of the soil.**

Ensures appropriate training and instruction is in place for principal operator(s).

Develops a maintenance programme for all equipment.

Undertakes good and accurate assessment of ground conditions prior to any operation.

Ensures the relevant equipment is available and in good working order.

Plans cultivation tasks.

Manages land drainage as appropriate to operations.

Knows and understands how to develop the farm's nutrient budget and nutrient cycling.

Identifies critical source areas and implements land management practices to protect these.

Develops a cropping plan for crops, cultivations and rotations appropriate to the soil type and land classification.

Identifies soil properties, which include mineral status, soil organic matter, pH.

Prevents contamination of soil by disposing of waste products in line with legislation (waste regulations).

Knows and understands different cultivation techniques available for relevant crop and soil conditions.

Oversees compliance requirements and consent conditions making sure all plans are implemented and monitored, reported, and kept up to date.

Knows and understands the importance of biological activity in the soil as an indicator of soil health.

Knows and understands the importance of soil type and land classification.

Designs and budgets for further work on drainage scheme, as appropriate.

Knows and understands key soil structure and texture for land area and be able to carry out tests including Visual Soil Assessment (VSA).

Knows and understands different cultivation techniques available for relevant crop and soil conditions.

Knows and understands the importance of soil type and land classification.

Knows and understands the principles of land drainage and appropriate usage for a relevant scenarios.

Knows and understands key soil structure and texture for land area.

Plans cultivation tasks that ensure minimal soil compaction and erosion.

Ensures the appropriate range of equipment is available and in good working order.

Job title

Farm manager (crops)

Complies with the regulations governing the control of pollution from relevant facilities and materials and communicates this to the team.

Knows and understands the principles of land drainage and appropriate usage for a relevant scenarios.

Knows and understands key soil structure and texture for land area and be able to carry out tests including Visual Soil Assessment (VSA).

Ensures cultivation and crop choice is appropriate to changing climate conditions and extreme weather events.

Knows and understands different cultivation techniques available for relevant crop and soil conditions.

Knows and understands how to develop the farm's nutrient budget and nutrient cycling.

Knows and understands key soil structure and texture for land area.

Assesses the need for further drainage by undertaking a site investigation.

Knows and understands different cultivation techniques available for relevant crop and soil conditions.

Knows and understands the importance of biological activity in the soil as an indicator of soil health.

Harvest

Competency

Manages crop production through knowledge and skills which ensure successful harvesting and storage of crops at post-harvest.

Manages soil and tare removed from the field effectively.

Assesses soil conditions before crop is harvested.

Knows and understands the legal, customer and employment procedures and Codes of Practice for the production of crops and the importance to implementing them.

Utilises in-field residues and waste materials effectively.

Knows and understands how soil conditions and conservation areas affect harvest.

Monitors the quantity and quality of harvest materials to form data led decisions.

Ensures effective record keeping, harvesting schedule, harvesting responsibilities, and yield.

Uses equipment effectively for monitoring in-field adjustments and efficiencies throughout the season.

Identifies potential additional health and safety risks during harvest period.

Plans labour requirements and prepare teams and machine for harvest.

Considers impacts and revise plan in unexpected conditions.

Knows and understands the legal, customer and employment procedures and Codes of Practice for the production of crops and the importance to implementing them.

Knows and understands methodologies such as moisture control and crop protection to reduce damage caused by crop pests and diseases.

Knows and understands procedures for harvest equipment set-up.

Knows and understands methodologies such as moisture control and crop protection to reduce damage caused by crop pests and diseases.

Ensures that the harvested crop is sorted according the pre-defined sales program.

Knows and understands procedures for harvest equipment set-up.

Knows and understands how soil conditions and conservation areas affect harvest.

Knows and understands legislation for protection of harvested crops from pests and diseases.

Job title

Farm manager (crops)

Knows and understands legislation for protection of harvested crops from pests and diseases.

Knows and understands how to maintain crop quality through the use of chemical and mechanical techniques.

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Crop Production

Competency

Manages crop production through knowledge and skills which evaluate cropping systems and crop types in preparation for planting.

Assesses appropriate crop types for land and market.

Examines the opportunity for variable seed rate based on external factors such as soil type, pests, weeds.

Ensures that drilling operations are aligned to the cultivation methods that have been previously adopted.

Knows and understands and considers the benefit, risk and management of cover crops.

Knows and understands appropriate record keeping for all operations.

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Knows and understands appropriate record keeping for all operations.

Knows and understands the choice of varieties relevant to conditions and market requirements.

Knows and understands market requirements and timescales.

Designs and budgets for rotational cycle, rather than annual cropping cycle.

Ensures the correct, and adequate, storage facilities are available for all varieties and crops to be harvested.

Demonstrates an awareness of choice of varieties relevant to conditions and market requirements.

Knows and understands the choice of varieties relevant to conditions and market requirements.

Knows and understands market requirements and timescales.

Evaluates different farming techniques, including precision farming techniques.

Plant Health and Productivity

Competency

Manages crop production through knowledge and skills which maximise productivity and ensure plant health.

Knows and understands legal, customer and employment procedures and Codes of Practice and commits to implementing them in the production of crops.

Knows and understands crop physiology and development to an extent which enables management decisions that enhance plant health and yield.

Demonstrates a sound understanding of crop physiology and plant development.

Identifies key weeds and implements management processes as applicable.

Communicates Integrated Pest Management ambition with operators, agronomists and other interested parties.

Ensures crops are grown to the required standards and specification, continuity, quality, volume and yield and meet the min standard requirements including relevant crop protocols and assurance schemes.

Ensures compliance with legal, customer and employment procedures and Codes of Practice and commit to implementing them in the production of crops.

Job title

Farm manager (crops)

Operates the irrigation equipment and instruct others, as appropriate.

Takes account of local weather forecasts when planning operations.

Ensures optimum fertiliser application to sustainably enhance plant growth.

Identifies key pests and diseases and implements Integrated Pest Management processes as applicable.

Develops and implements crop nutrient plan with regard to crop requirement and availability from manure, slurry, compost and digestate.

Develops fertiliser recommendations appropriate to conditions and crop choice.

Knows and understands the likely risks from weeds, pests and diseases and mitigation measures.

Develops appropriate strategies for weed control.

Knows and understands sources of reliable information including Defra RB209 and FACTS qualified agronomist.

Knows and understands choices of type of systems available, including costings.

Knows and understands legal, customer and employment procedures and Codes of Practice and commits to implementing them in the production of crops.

Knows and understands sources of reliable information including Defra RB209 and FACTS qualified agronomist.

Knows and understands all relevant legislation and the importance of complying

Knows and understands crop physiology and development to an extent which enables management decisions that enhance plant health and yield.

Knows and understands choices of type of systems available, including costings.

Knows and understands all relevant legislation and the importance of complying

Knows and understands the likely risks from weeds, pests and diseases and mitigation measures.

Knows and understands the principles of Integrated Pest Management and its practical application.

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Waste Management

Competency **Manages production through knowledge and skills that ensure the effective management of waste, in line with legal requirements**

Audits and monitors irrigator set-ups.

Determines all on-farm policies regarding the handling and storage of solid and liquid farm manures and effluent, in line with legal requirements and consent conditions.

Knows and understands relevant legislation, permit requirements and codes of conduct regarding the handling and storage of solid and liquid farm manures and effluent management.

Develops and implements upgrades of effluent systems when necessary.

Prevents contamination of soil by disposing of waste products in line with legislation (waste regulations).

Knows and understands how the farm's handling and storage of solid and liquid farm manures and effluent system works and ensures good practice on-farm.

Determines a farm plan for the handling and storage of solid and liquid farm manures and effluent in line with legal requirements and consent conditions.

Job title

Farm manager (crops)

Complies with the regulations governing the control of pollution from relevant facilities and materials and communicates this to the team.

Technology, Machinery and Vehicles

Competency

Manages technical operations through knowledge and skills related to technology, machinery, vehicles and structures that enhances production and business viability.

Ensures best practice around hygienic cleaning of machinery.

Produces and oversees a clear replacement policy and procedure for farm vehicles and technology.

Knows and understands the regulations and license requirements for driving and use of businesses vehicles and machinery.

Knows and understands risks around hygiene when cleaning machinery, and the importance of training staff on vehicle hygiene to avoid biosecurity risks entering the farm.

Knows and understands risks around hygiene when cleaning machinery, and the importance of training staff on vehicle hygiene to avoid biosecurity risks entering the farm.

Uses data and technology software to analyse and improve farm performance.

Produces and oversees policy for adopting new technology that supports management requirements.

Ensures a strategy is in place for the driving and use of businesses vehicles, equipment and machinery.

Ensures the farm team follows best practice around vehicle and machinery safety and hygiene, and complies with regulatory requirements.

Trains staff on safe driving practices.

Trains staff on how to carry out basic vehicle maintenance.

Produces and monitors a maintenance schedule for vehicles and machinery.

Uses technology and data to evaluate current farm practices and increase efficiency, productivity and performance.

Manages and oversees the erecting and maintenance of electric and non-electric fences, walls and other boundaries and field separation features.

Holds responsibility of business security processes.

Identifies and communicates with the team farm layout.

Ensures best practice around hygienic cleaning of machinery.

Identifies and distinguishes clean water drainage (springs, streams and roof water) vs dirty water drainage (from livestock, dirty yards or machinery washing).

Knows and understands the regulations and license requirements for driving and use of businesses vehicles and machinery.

Environment

Competency

Manages technical operations with knowledge and skills which ensures sustainable land use that enhances business and the environment.

Makes decisions around cultivation practices of at-risk areas.

Identifies specific areas and implements land management practices to protect these where appropriate.

Trains staff to ensure good management practice around land cultivation is followed, in line with regulations.

Knows and understands how to undertake expansion development projects.

determines all on-farm policies regarding compliance resource consents.

Job title

Farm manager (crops)

Enforces regulations and industry requirements around waterways.

determines all on-farm policies regarding the nutrient management plan, and the link to fertiliser policy.

Develops a sustainable environmental management plan for the farm in line with regulatory requirements and resource consents.

Knows and understands waste management principles for the farm.

Knows and understands the farm's nutrient budget and nutrient cycling, and checks the nutrient management plan is being complied with.

Trains staff on how to maintain the watering system.

Manages compliance requirements and consent conditions and makes sure all plans are implemented and monitored, reported, and kept up to date

Records and reports on issues related to the farm environment plan.

Ensures the farm is compliant with industry and regional legislation.

Ensures compliance with flow restrictions and daily water limits, if water is from a waterway as opposed to a bore.

Quality and Control

Competency **Manages the business through application of knowledge and skills to control the quality of farm production.**

Knows and understands the factors that ensure good quality products which enhance farm profitability.

Ensures management and systems are in place for certification, audits and quality control procedures.

Controls of quality of production ensuring product and deliveries to units/storage and process facilities within the stipulated timescale and quality.

Ensures close liaison with relevant teams for forecasting and harvesting to optimise customers requirements and maximise crop return.

Knows and understands food safety regarding the handling and storage of crops.

Establishes systems to ensure traceability is in place with clear responsibilities.

Knows and understands the factors that ensure good quality products which enhance farm profitability.

Charts risks to security and health associated with the handling of crops at harvest and storage to ensure food safety.

Establishes procedures and controls to ensure all products meet the standards as stipulated in the business Quality Assurance Manual and Food Safety Field Ops Manual.

Knows and understands food safety regarding the handling and storage of crops.

Establishes effective records keeping around non conformances, with costings, quality assurance procedures, complaints.

Financial Management

Competency **Manages the business through knowledge and skills which ensure financial sustainability.**

Undertakes partial budgeting when making a change on-farm.

Knows and understands the steps involved to obtain finance to establish, extend, or diversify an agribusiness.

Knows and understands benchmarking between organisations, with a view to improvement of farm performance.

Ensures the farm team understands that their actions can have financial effects on-farm.

Job title

Farm manager (crops)

Knows and understands the development and use of farm budgets, cash flow forecasts and farm accounts.

Knows and understands to monitor working capital/disposable income for business management and personal expenditure, and manages overdraft and cash.

Contributes to the decision making and prioritisation process relating to capital expenditure (capex).

Undertakes due diligence prior to signing contractual agreements, understands obligations, and completes associated tasks.

Knows and understands about debt and the impact of debt loading and repayment on cashflow.

Knows and understands the factors which impact tax requirements, and is able to effectively communicate with the accountant.

Manages the farm business capital transactions and budgets to achieve target outcomes.

Completes cash flow forecasts and compares to actuals to make data informed management decisions.

Knows and understands about debt and the impact of debt loading and repayment on cashflow.

Knows and understands the steps involved to obtain finance to establish, extend, or diversify an agribusiness.

Operates an effective cash management system and business administration processes.

Knows and understands to monitor working capital/disposable income for business management and personal expenditure, and manages overdraft and cash.

Knows and understands benchmarking between organisations, with a view to improvement of farm performance.

Undertakes analyses performance, and determines investment opportunities for the farm business.

Gathers and analyses business information to develop a long-term financial plan.

Knows and understands the factors which impact tax requirements, and is able to effectively communicate with the accountant.

Knows and understands the development and use of farm budgets, cash flow forecasts and farm accounts.

Develops, monitors, interprets and reports upon farm budgets through accurate record keeping skills.

undertakes benchmarking between external parties to set targets and improve performance.

Effectively communicates details of the farm budget to relevant stakeholders including farm owner.

Business Sustainability

Competency

Manages the business through the use of knowledge and skills to develop strategic and operational plans that enhance the business.

Identifies the physical resources of the farm business and their impacts or limitations.

determines and monitors a business growth and savings plan.

Knows and understands the current stage of the business and the capability required to continue growing the business.

Develops, updates, and communicates all policies, values, and goals to the farm team.

Identifies and acts on opportunities of operational improvement, utilising the principles of lean management.

determines personal and business KPIs and other targets and goals for the farm business, and tracks performance against these.

Knows and understands industry (or agri-organisation) marketing methods, and also on-farm marketing methods for an agribusiness product.

Knows and understands the current stage of the business and the capability required to continue growing the business.

Plans for the long-term sustainability of the business.

Develops strategies to improve the performance of the production system.

Evaluates land tenure and business ownership options.

Plans a succession structure that evolves with the growth of the business.

Develops risk management plans and is responsible for implementing disaster recovery.

Knows and understands the value in having a network of advisers to supply expertise, and is actively building a network of advisers.

Knows and understands the value in having a network of advisers to supply expertise, and is actively building a network of advisers.

Engages with a network of advisers to supply expertise where required.

Networks with colleagues and industry groups.

Knows and understands industry (or agri-organisation) marketing methods, and also on-farm marketing methods for an agribusiness product.

Environment

Competency

Manages the business to ensure the effective use of water that enhances the quality of production, the health of humans, animals and environmental benefits.

Schedules Irrigation on the basis of accepted methods, such as evapotranspiration, forecasted rainfall or soil moisture deficits and adopt practices that optimise water infiltration.

Draws up a plan and timetable for water demand on farm, prioritising for primary water uses.

Implements a system for reporting leaks and ensuring emergency procedures are in place to avoid wasting water.

Plans relevant management practices to ensure soil erosion and pollution does not occur.

Implements mechanisms and techniques for collecting clean water.

Identifies areas where water is lying on the surface, poaching problems are evident and erosion has occurred.

Determines the true cost of water from each source and wastewater disposal.

Knows and understands how the farm's waste water and effluent system works and ensures good practice on-farm.

Identifies potential pollutants and main activities that may create a risk to water quality.

Knows and understands relevant contacts for advice and reporting problems.

Plans for accurate applications of all inputs to ensure that water pollution is avoided.

Complies with the legislative requirements for water use.

Identifies areas prone to flooding and drought and aim to take remedial action to reduce the risk of adverse weather.

Trains staff on correct management of waste water and effluent-related activities.

Identifies appropriate water security measures and manages them with due regard for water quality, safety and environmental benefit.

Knows and understands water security measures and how these enhance quality, safety and environmental benefit.

Job title

Farm manager (crops)

Knows and understands all regulations and legislation regarding the extraction, application, storage and removal of water related to the business.

Calculates the quantity of water required for various operations.

Recruitment and Retention

Competency

Manages the people through the recruitment and retention process shaping a culture of professional development and creating a business which fosters honesty, integrity and ambition.

Holds an awareness of their own training requirements for ongoing self-development, and to achieve their goals.

Creates a work environment conducive to ensure the highest levels of honesty and integrity in dealing with others and carrying out work.

Resolves any staff issues around remuneration to ensure best practice.

Ensures formal accommodation agreements are in place, when providing accommodation.

Ensures accurate records are kept around leave, hours worked, and wages paid.

Ensures employment agreements are in place and up to date for all employees reporting to them.

Encourages staff to be good tenants, and communicates to the operations manager if staff accommodation is not compliant with legal requirements.

Ensures staff salaries accurately reflect their skills and abilities.

Knows and understands the different types of employees / workers in your business (employed, seasonal, contractor, consultant).

Knows and understands the recruitment and retention processes.

Knows and understands the recruitment and retention processes.

Participates in staff planning, recruitment, training, and appraisals.

Knows and understands how to support staff with techniques to empower and develop to reach their full potential.

Knows and understands the importance that references play in protecting your business from harm.

Ensures planned strategy is set out for professional development.

Focusses on their career development goals, and a clear plan to achieve this.

Ensures the business team understands and supports skill development and career growth.

Encourages others to promote sustainability.

Knows and understands the different types of employees / workers in your business (employed, seasonal, contractor, consultant).

Knows and understands to abide by employment obligations with regard to accommodation agreements, minimum wage requirements, and around records of holidays and leave, hours worked and wages paid.

Ensures the team understands and supports skill development and career growth.

Ensures staff are supported in growing their skills and understanding career opportunities available to them.

Complies with relevant legislation including modern slavery act.

Knows and understands the importance that references play in protecting your business from harm.

Knows and understands how to support staff with techniques to empower and develop to reach their full potential.

Job title

Farm manager (crops)

Knows and understands to abide by employment obligations with regard to accommodation agreements, minimum wage requirements, and around records of holidays and leave, hours worked and wages paid.

Strategy and Operations

Competency

Supports the management of the business through knowledge and skills that ensure strategic clarity about direction of travel, staffing skills and relationships with external parties.

Develops risk management plans and is responsible for implementing disaster recovery.

Knows and understands to supply contractors with all the necessary information to carry out a service.

Knows and understands that data should be used where available to drive operational and strategic management decisions.

Knows and understands that strategic aims are a tool to focus staff in the desired business direction.

Knows and understands the benefits of clear communication with internal and external parties that enhances productivity.

Knows and understands how anticipating deadlines and looking ahead reduces workplace stress and spreads workloads for all people concerned.

Knows and understands to supply contractors with all the necessary information to carry out a service.

Observes detail, knows the farm, grazing, stock, finances and team.

Accesses expert advice and further information when required.

Ensures governance structures are in place in line with the scale and size of the business.

Reports data, and adjusts delivery relevant to audiences.

Proactively manages suppliers and contractors.

Establishes a business structure that reflects their business and personal goals.

Implements policies and procedures for operational activities undertaken.

Knows and understands the benefits of clear communication with internal and external parties that enhances productivity.

Develops policies and procedures which enable proactive decision-making.

Develops and implements a process to manage key risks for the business.

Meets financial and regulatory obligations.

Knows and understands how anticipating deadlines and looking ahead reduces workplace stress and spreads workloads for all people concerned.

Knows and understands that data should be used where available to drive operational and strategic management decisions.

Knows and understands that strategic aims are a tool to focus staff in the desired business direction.