

**Job Description**

**JOB TITLE**: Community Gardener and Greenspace Worker

**HOURS OF WORK: PT** 21 hours per week, Mon-Fri with occasional evening and weekend If required.

**SALARY: SJC Scale Point 20-22 (£28179 - £29416 pro-rata of 35hrs pw)**

**CONTRACT:** Until the end of March 2026 – however funding will be sought to continue beyond

this time.

**LOCATION:** Based within theCharity’s main office, 37 Abbotsford Place.

**ACCOUNTABLE TO:** Joint staff team, Charity Manager, Board Members

**The Aim of Community Work in Crossroads**

Crossroads Youth and Community Association’s work and values are built on the central belief that “everyone had the right to live gloriously: whatever in society prevents this, should be challenged and whatever in the individual helps should be nurtured”

The main aim of community development work in Crossroads is to collectively bring about social change and justice, by working with communities to:

* Identify their needs, opportunities, rights and responsibilities
* Plan, organise and take action
* Evaluate the effectiveness and impact of the action

We will do all this in ways which continually challenge oppressions and tackle inequalities staying true to our beliefs that community development should be rooted in values and principles.

**The Main Purpose of this Role**

The purpose of this role is specifically to develop our community allotment space and other areas of greenspace identified for its growing potential.

To do this you will engage with local people and partners to develop community gardening and growing initiatives across the Gorbals that promote wellbeing, environmental awareness and strengthen community connections.

**Main Duties of the post**

* Create a sense of community around food (i.e. our allotment and building based activities)
* Support the development of local responses to rising levels of food insecurity – specifically, around food growing.
* Enable community influence and control.
* To have an active involvement in the Gorbals Food Network (This is a new evolving partnership that is currently being developed)
* Represent and promote the work of Crossroads to partners, other organisations and statutory bodies on the aims and outcomes of project work in order to gain support and promote the aims and profile of the project.

**Key Tasks**

* To plan, promote and facilitate the delivery of community gardening and food growing sessions for individuals and groups of all ages and abilities.
* Support volunteer involvement in in gardening activities, providing support as and when needed.
* Create a welcoming, inclusive and supportive environment for all.
* Collaborate with partners to develop food initiatives locally
* Purposeful community engagement to promote activities and initiatives around food growing.
* Develop innovative responses and solutions to rising levels of food insecurity.
* Develop the skills, confidence and knowledge of groups to enable them to achieve their aims.
* To attend and fully participate in service delivery staff/joint staff meetings and Board meetings as required.
* To work co-operatively as part of Crossroads’ wider staff team.
* To carry out administration/finances relating directly to the post in line with organisational procedures and to support the work of the admin/finance Officer relating to the wider work of Crossroads.
* To support in written reports and review/evaluation material for Crossroads’ Board, funders and other target audiences as appropriate.
* To build networks and partnerships and represent Crossroads at external events.
* To participate in staff training and development.
* To comply with Crossroads’ policies, procedures, frameworks and processes.
* To undertake any other reasonable duties commensurate with the post at the agreed request of the staff/joint staff, Charity manager and Crossroads’ board.
* To be willing occasional evening and weekends etc as the role requires.

This list of duties is not exhaustive and will be reviewed periodically in discussion with the post holder.