



## **Carlton Towers Estate Working Farm Manager (Full Time)**

### **Background**

Carlton Towers is a diverse Rural Estate in North Yorkshire, comprising over 2,000 acres. At the heart of the Estate is Carlton Towers, a Grade 1 listed country manor house where the current owners reside and from where a well-established wedding and events business operates.

The owners are embarking upon an exciting vision for Carlton, to broaden the focus of the Estate from being a wedding and events venue to becoming a hub of interconnected rural ventures that thrive off each other; with a specific focus on the production of high-quality food through regenerative farming methods.

This is a job for a special kind of farmer, who understands regenerative farming methods and who is a knowledgeable country person with a genuine respect for biodiversity and who has a sound understanding of sensitive farm and woodland management. You will have a passion for livestock, a knowledge of meat, poultry and a commercial mind, motivated by being a part of an exciting diverse enterprise.

### **Current Enterprise**

The current farming enterprise is in its infancy and operates over approximately 200 acres of park grassland and woodland. Last year 20 English Longhorn Steers were purchased to start building the grazing herd. As yet no animals have been sold.

### **Future Enterprise**

The Estate has ambitious plans to develop and grow a rural brand and a diversified, premium destination with a focus on food and farming. This is a rare and exciting opportunity for an ambitious Farm Manager, who shares the owner's deep passion for Regenerative Farming and has a genuine interest in producing top quality produce, whilst being a part of a growing commercial enterprise.

### **Developing the Farm – key responsibilities**

There are specific objectives we would like the farm manager to focus on in the short term (12 months)

- Day-to-day management responsibility for all livestock classes.
- Repair and improve the permanent perimeter fencing of the parkland, and surrounding fields deemed suitable for grazing.
- Design and install adaptive managed grazing infrastructure on the parkland, including flexible paddock design for electric fencing and water.
- Implement the woodland management plan, (there are existing requirements within our Countryside Stewardship Woodland Management Plan), with particular focus on making it suitable for accommodating different livestock throughout the year to aid its management and regeneration.
- Grow the beef grazing herd, including writing the business case to establish the optimum herd size, sourcing additional cattle, establishing sales and marketing route for beef (e.g. local livestock market vs. Direct sales of meat boxes).
- Establish a woodland pork enterprise from scratch (writing business plan, sourcing livestock, erecting infrastructure, managing livestock, co-ordinating slaughter, butchery, marketing, sales).

- Identify additional complementary enterprises such as pastured poultry and community allotment schemes and identify resource (cost) and management requirements to undertake them, whether yourself or others.
- Time permitting – assist with vineyard management, winemaking.

### **Core Practical Skills**

Candidates will be required to have the following skills and experience:

- Proven competence of handling livestock including beef, pigs.
- Proven competence in animal husbandry, including ability to identify welfare issues and implement corrective action.
- Competence in understanding regulations and compliance surrounding livestock keeping and handling, including medicine and movement records.
- Able to demonstrate an appreciation of the importance of manual health & safety procedures (such as lone-working protocols, ATV handling) and mental wellbeing at work.
- Manual competence in electric fencing, water-systems, ditching & drainage. For the right candidate, additional training will be provided using external agencies, for example preferred candidate will have certificates to use chainsaw, knapsack sprayer etc.
- Keep machinery and tools in good working order.

### **Core Management Skills**

- Entrepreneurial – we want you to treat this like your own business – we are at the very beginning of this journey and need someone with vision as well as practical day-to-day self-management to bring it to life, with our support.
- Management of all farm activities together with financial accountability
- Self-motivated, organised, observant and detail-oriented
- Demonstrates a passion for and knowledge of the principles of regenerative agriculture and embraces the owner's passion and vision
- Excellent problem-solving skills
- Able to process farm management scenarios and create regenerative farm plans
- Creation of a viable business plan and implementation
- Excellent communication and people skills; ability to work with a diverse range of team members
- Excellent organisation skills to co-ordinate activities across the estate Detailed and thorough with a methodical approach and high standards of delivery.
- The ability to work independently and report to the owners on a weekly basis.
- Flexible and reactive to the situation on the ground.

### **Remuneration:**

An attractive, 3 bedroomed, fully refurbished Farm Manager's house in the Park. The overall package for the successful candidate is worth £40,000 + (commensurate with experience).

### **How to apply:**

Please send a covering letter, outlining your experience and suitability for the role, together with a copy of your current CV to: [careers@carlontowers.co.uk](mailto:careers@carlontowers.co.uk)

### **Deadline for applications:**

Tuesday 31<sup>st</sup> January 2023.