



VELCOURT MANAGEMENT TRAINING SCHEME

The aim of the Management Training Scheme is to provide Velcourt with an ongoing supply of highly effective farm managers in order to achieve the Company's profitable growth objectives. It has proven over the years to be an excellent entry into farm management; most of Velcourt's current management team entered the Company via this route.

Duration: It is an intensive one-year programme and lays the foundation for the ongoing training and development which all Velcourt Farm Managers undergo throughout their career. During the period of the training scheme, participants are based on one of Velcourt's farms. The objective is to leave the trainee on this farm for the whole period in order to see through a full farming cycle.

Remuneration: A competitive salary is paid and suitable accommodation is provided free of rent. All travelling and training expenses are met by the Company.

Structure: The scheme is designed to be bespoke to each individual's requirements. There are modules that all participants are expected to undertake, in addition to selected specific training, dependent upon whether the trainee is based on an arable or livestock farm. At the outset of the training scheme and at regular intervals throughout, participants will be appraised to assess their needs and progress.

The training courses will be of varying types including on-farm practical instruction, more formal classroom instruction and residential personal development courses. All the training is designed to be highly participative and will be run by Velcourt Directors and Senior Managers, external instructors and management development tutors, as appropriate. The following subjects are taught in a series of 1 to 3 day sessions:

- Introduction – to Velcourt and farming
- Health and safety
- Personal development programme: management techniques
- Soil management and cultivations
- Farm planning, rotations and crop planning, and 3-year plan

- Velcourt accounting and understanding finance
- Office routines, standard procedures
- Field recording – Gatekeeper
- Velcourt protocol and trading arrangements
- On-farm energy and utilities management
- BPS, cross compliance, stewardship schemes & ELMS
- Combinable crop production
- Velcourt crop production guidelines
- In-field crop inspection technique
- Machinery management
- Countryside Stewardship
- Grain drying and storage
- Potato production
- Sugar beet production
- Irrigation
- Basic dairy herd management and milk production
- Grassland and forage crop management
- Farm waste management planning
- Breeding, fertility, herd health and hygiene
- Dairy cow nutrition and ration formulation

Evaluation: All the training will be subject to quarterly evaluation; this may be testing and certification where appropriate or simply an assessment of the applicant's understanding by his line manager which will be discussed during appraisal interviews every three months.

The TFM Project: Each Trainee Farm Manager completes a project based on the farm or the wider farming business. The report, of no more than 5,000 words, will be a written evaluation of a pre-agreed proposal containing any relevant research or comparative data, quotes and costings for the project. In addition to the final written document, the project is delivered in the form of a summarised PowerPoint presentation to a group of Velcourt Farm Managers.

Eligibility: Applicants can be of any age. They must have a minimum of one year's (full-time) farm experience. They should have a Degree or Foundation degree, ideally related to agriculture, and all necessary certification. They should be hard working, organised, enthusiastic and have good presentation skills.

Application Procedure

The Management Training Scheme commences in October each year. Final interviews take place during harvest. Generally, applicants are expected to work on a Velcourt farm over harvest (or at any other time of year if work is available). This acts as a period of evaluation and has proven to be the most successful route for entry onto the scheme. This does not necessarily have to be the harvest immediately prior to the commencement of the scheme;

a good number of students have completed this period of work during vacations and joined the scheme later, having spent time travelling, etc.

Applications should be addressed to Jonathan Kerr, Leader of the Management Training Scheme, and emailed to Kate Saker, HR Coordinator, at recruitment@velcourt.co.uk Please attach a CV and covering letter.

For further information, contact Kate Saker on 01747 820230.