



VELCOURT

VELCOURT MANAGEMENT TRAINING SCHEME

The aim of the Management Training Scheme (MTS) 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: The MTS is a two-year programme for Trainee Farm Managers 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 at one of Velcourt's farm businesses. The objective is to leave the trainee on this farm for at least one whole year 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 include 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 delivered 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:

Year 1:

- Introduction to Velcourt
- Velcourt standard procedures and office routines
- Health and safety
- Personal development programme & management techniques
- Combinable crop production & Velcourt crop production guidelines
- In-field crop inspection technique
- Grain drying and storage
- Potato production & sugar beet production
- Grassland and forage crop management
- Soil management and cultivations
- Basic dairy herd management and milk production



VELCOURT

- Breeding, fertility, herd health and hygiene
- Dairy cow nutrition and ration formulation
- Field recording – Gatekeeper

Year 2:

- Leadership and management development
- Velcourt accounting and understanding finance
- Velcourt protocol and trading arrangements
- Farm planning, rotations and crop planning, and 3-year plan
- On-farm energy and utilities management
- Machinery management
- Environmental Stewardship
- Farm waste management planning

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 their line manager which will be discussed during appraisal interviews every three months. At completion of the course, each trainee will have a Viva with MTS Lead and the Managing Director.

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 and interpersonal skills. All applicants require a full driving licence and must have the right to work in the UK.

Application Procedure

The MTS commences in October each year. Trainee Farm Manager (TFM) final interviews take place during the summer. 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 to selection as a Velcourt TFM.

Harvest Jobs: Harvest vacancies are advertised on the [Velcourt website](#) from December. Applications for these seasonal roles are made directly to the farm managers as described in each advertisement.

Management Training Scheme (MTS): Applications should be emailed to Kate Saker, HR Coordinator, at recruitment@velcourt.co.uk Please attach a CV and covering letter. Applications may be made at any time of the year.

November 2024