Agroecology Academy Development Worker - Freelance Brief

Contract Type: Subcontract for services
Estimated Time Requirement: 1 day per week (8 hours) with the potential for additional hours
Contract Duration: Until January 2028
Fee: £250 per day (inclusive of all on-costs)
Support From: Designated Steering Committee lead and wider TALC network
Reporting to: Rachel Phillips (Steering Group Representative)
Location: Remote, with occasional travel to partner sites

About TALC

The Agroecology Learning Collective (TALC) is a UK-based network committed to transforming land-based education by strengthening the skills, knowledge and capacity needed for a regenerative, climate-resilient future. TALC brings together agroecological trainers, learning centres, demonstration farms, mentors, advisors and practitioners to collaborate, share expertise and build coherent pathways into agroecological landwork.

TALC aims to:

- **Provide a central knowledge and information hub for learners, trainers and centres of learning.**
  TALC is developing an accessible, comprehensive hub of resources, guidance, tools and shared learning materials to support high-quality agroecological education across the UK.
- **Act as a recognised authority within the sector, promoting agroecology and building the case for greater investment in agroecological training.**
  TALC advocates for the importance of agroecology in addressing climate, biodiversity and food-system challenges, and works to strengthen the policy and funding environment for training.
- **Stimulate and support the development of new courses that fill gaps in current training provision.**
  Through sector mapping, consultation and collaboration, TALC identifies unmet training needs and supports organisations to design and deliver new programmes.
- **Coordinate and collaborate on strategies to enable equitable access to training.**
  TALC works to reduce structural and practical barriers to participation, ensuring that agroecological training is more accessible to diverse learners.
- **Build regional, national and international networks of trainers across different farming sectors.**
  Taking a networked approach, TALC aims to convene training hubs and practitioner groups, strengthening collaboration and professional development across horticulture, mixed farming, agroforestry, pastoral systems and beyond.

TALC is guided by a Steering Committee composed of organisations and individuals with deep expertise in agroecology, education and land-based practice. Operating as a remote network with activities across the UK, TALC is building a collaborative, connected and forward-looking infrastructure for agroecological learning.

TALC has been awarded grant funding from Esmee Fairbairn to develop the initiative. The Landworkers' Alliance is playing the role of fiscal host for the grant period, which includes hosting contracts for TALC.

Purpose of the Role

The Agroecology Academy Development Worker provides hands-on development and coordination support to the Agroecology Academy network.

The role focuses on working with Education Centres (regional hubs) to strengthen their ability to support subsites, develop training provision, and contribute to a consistent, high-quality learning offer across the network.

The role also contributes to the development of programmes of study, the Agroecology Apprenticeship Academy, and the evolution of TALC's role as a potential awarding body and apprenticeship provider, working collaboratively with TALC members.

Key Responsibilities

1. Supporting Education Centres
   - Maintain regular contact with Educational Centres to understand activity, challenges, and support needs
   - Provide practical tools, templates, and guidance to help centres support subsites effectively
   - Support centres to develop systems such as onboarding processes, basic policies, and training readiness
   - Facilitate peer learning and exchange between centres
   - Develop a payment structure to enable TALC to pull funding from programme of support

2. Supporting Subsite Development (via Educational Centres)
   - Support Centres to guide organisations through becoming subsites
   - Share resources and guidance on onboarding, policies, and training preparation
   - Assist in organising Train the Trainer sessions and other capacity-building activities
   - Signpost centres and subsites to curriculum, accreditation, and IQA support

3. Coordination and Communication
   - Work closely with the TALC Project Coordinator and Comms Coordinator to ensure consistent, joined-up communication across the network
   - Maintain regular communication with TALC members, Education Centres, and partner organisations through scheduled updates and meetings
   - Convene and facilitate regular online meetings, as well as occasional peer-learning sessions and workshops
   - Share relevant updates, resources, and opportunities from TALC and partner organisations in a timely and accessible way
   - Support effective two-way communication between TALC, Education Centres, and partners, ensuring alignment and clear feedback flows across the network

4. Partnership Support and Enquiries
    - Respond to initial enquiries about joining the Agroecology Academy
    - Direct organisations to appropriate Support Centres
    - Support early-stage engagement and pass more complex development conversations to the Steering Group

5. Supporting Programme and Curriculum Development (Collaborative)
    - Work with TALC members and Education Centres to identify training needs and gaps
    - Coordinate input from practitioners, farms, and educators into programme and course development
    - Facilitate communication between TALC members and designated curriculum providers
    - Gather and share feedback from delivery sites to inform programme improvement
    - Support collaborative sessions (e.g. workshops, calls) to inform programmes of study

6. Development of the Agroecology Apprenticeship Academy
    - Work with TALC members to develop the Agroecology Apprenticeship Academy
    - Work with Trailblazer Group process, including organising meetings, shaping agendas, and supporting development of apprenticeship standards and structure
    - Coordinate contributions from farms, educators, and partners
    - Draft and collate materials to support the development process
    - Support communication and alignment between partners

7. Development of TALC as an Awarding Body
    - Lead the development of becoming an awarding body, working with TALC members, consultants and the TALC staff team in exploring and developing the potential for TALC to act as an awarding body for accreditation
    - Coordinate research, information gathering, and partner input related to accreditation requirements
    - Assist in developing documentation, processes, and partnership models
    - Facilitate communication between TALC and external accreditation bodies or advisors

8. Supporting Development of Apprenticeship Provider Capacity
    - Lead TALC in exploring and developing its potential role as an Apprenticeship Provider
    - Assist with coordination of requirements, partnerships, and delivery models
    - Gather and organise information relevant to provider status and delivery readiness
    - Support planning and preparation activities as directed by the Steering Group
    - Develop models of finance and business planning for work streams in Apprecitcship provision.

9. Administration and Tracking
    - Maintain simple records of Education Centres engagement and activity
    - Track progress of subsite development via Education Centres
    - Provide short, factual updates to Rachel Phillips and the Steering Group

Person Specification

Essential

- Experience in agroecology, land-based work, or practical training environments
- Strong organisational and coordination skills
- Confident communicator able to work across a distributed network
- Practical, proactive approach to problem-solving
- Ability to work independently while respecting agreed roles and boundaries
- Understanding of accreditation, curriculum development, and/or apprenticeship systems

Desirable

- Experience supporting training delivery or education programmes
- Familiarity with farm-based or community learning settings

Contract Management

The subcontractor will:

- Provide monthly progress updates
- Attend quarterly Steering Committee meetings
- Attend regular meetings with TALC project staff
- Deliver agreed outputs according to a jointly developed work plan
- Invoice monthly for completed work

TALC will provide:

- A named Steering Committee contact (Rachel Phillips)
- Access to shared resources and communications platforms
- Strategic guidance and collaborative planning support

How to Apply

Please send a (max) 2 page cover letter with evidence to support that you are suitable for the role, referring to the key responsibilities and person specification. Please also attach a short CV (max two pages).

Please send your application to hello@agroecologylearning.org.uk with ***'Application for Academy Development Worker role'*** in the subject heading. The deadline for applications is Sunday 31st May 2026 at midnight. Interviews will take place the week of 8th June, on Thursday 11th June where possible.

If you have any questions please contact us at hello@agroecologylearning.org.uk and we will try our best to respond.