

MAINTENANCE OPERATIVE



Why Riverford?

Each week, Riverford delivers outstanding organic food to around 65,000 homes across the UK. This takes loads of brilliant people, from veg growers and box packers to IT experts, and more besides.

We're a friendly, forward-thinking bunch, and our core values run through everything we do. Riverford is 100% employee owned, so working here makes you a 'co-owner' – and it's not just a name! Everyone can play a part in shaping our business. Success means much more than just profits; we want this to be a place people enjoy coming to work, and a business our co-owners feel proud of.

Riverford is proud to be a B Corp; the certification for ethical businesses which work to benefit people and planet. In 2022, we were named one of the Best for the World™ B Corps! This means that our positive impact on staff scored in the top 5% of all B Corps of our size worldwide.



We're owned by our employees



Best for the World™ B Corps of 2022



Using business as a force for good



We're committed to paying the Real Living Wage

What you'll be doing

You will be joining the Maintenance Team, a great opportunity for someone who wants a varied, hands-on, practical role. At Riverford, we have a real mixture of operations and maintenance requirements which will range from construction projects being carried out in-house to small repairs around the site to keep our co-owners on site safe and the site well maintained.

We are looking for someone who has a real can-do attitude and can work under their initiative on a day-to-day basis or as part of the wider team. This role will require someone to work in all conditions, occasionally at height and be physically capable of completing the required tasks. You'll also be flexible and willing and able to travel to other sites to perform routine maintenance.

You will need to ensure your work is carried out to a high standard, have good attention to detail, and have a desire to see tasks through to their complete finish. You'll be confident with IT as you'll be expected to update our electronic maintenance job tracker and ppm schedule with the progress of your work, using your initiative to add additional jobs to the system that require attention. All work that you undertake must be thought through to consider the safety of yourself and the others around you. We

have comprehensive risk assessments and safe systems of work in place but your input into these will be valuable.

Joining the Facilities team, who are:

- **Engineering** – fixing machines and maintaining production equipment.
- **Maintenance**- General site-to-site tasks.
- **Cleaning** – Cleaning sites and maintaining hygiene factors of the workplace.
- **Workshop** – Farm tractor maintenance/servicing and fabrication.

This is a permanent contract, 39 hours a week usually Monday to Friday 8.00 am to 4.30 pm (finish at 15:30 on Friday). You will need to be flexible and able to work some weekends and be on call. Based at Wash Barn, Buckfastleigh, Devon, TQ11 0JU.

Your responsibilities

- Working through a task list and completing the work required to the best of your ability.
- Regularly update the electronic maintenance scheduled with your progress and take initiative to report any additional work that needs to take place.
- Prioritise urgent requests with agreement from your manager.
- Painting, carpentry, plumbing, chippy and general ground maintenance, including occasional cleaning duties.
- Travel to outlying sites /hubs to complete maintenance tasks as and when required, this may require some nights away.

Skills & experience

- Experience of maintenance and repairs, upkeep of grounds and general site improvements.
- Ideally demonstrate manual handling and/or health and safety training (e.g. IOSH).
- Experience in using power tools, garden machinery, and workshop equipment.
- Additional carpentry/welding/mechanic/engineering skills beneficial.
- Full driving licence essential.

Personal qualities

- Able to work in an accurate and methodical manner.
- Able to develop good working relationships with a variety of colleagues both internally and externally.

- **Excellent communication skills.**
- **Ability to work under pressure.**
- **Good attention to detail.**

Salary

£13.48 per hour, paid monthly

WHAT'S IN IT FOR YOU?

33 days holiday pro rata (including bank holidays), plus an extra 2 days when you hit 5 years with us

Generous & ethical co-owner pension scheme

Annual profit share; at least 10% of all our profits are split equally between all co-owners.

30% off everything we sell

Organic breakfasts and lunches, home-cooked by our canteen chefs, at our two biggest sites

Enhanced maternity/paternity pay (plus six months of free organic veg boxes for you and your new arrival)

An annual allowance to spend on Riverford branded clothing

Lots of free co-owner social events and celebrations

Flexible working options

2 paid volunteer days per year

Bike loan scheme (we'll cover the cost initially so you can get your bike tax-free)

Life assurance cover

A generous thank-you gift if you 'recommend a friend' to work with us too. Lots of people work alongside their loved ones at Riverford.

Wellbeing resources, including Mental Health First Aiders and access to free health and wellbeing services such as counselling and physiotherapy. Your wellbeing is a top priority, and there's lots of support at Riverford and beyond.

Training and progression opportunities open to all, including fully funded apprenticeships.

Riverford's values

