



Farm Keeper

Job Title: Farm Keeper – Bank Staff

Reporting to: Farm & Livestock Manager

Contract: Bank contract

Hours: Variable hours, offered according to operational requirements. There are no guaranteed minimum hours. Shifts may include weekdays, weekends and public holidays.

Salary: £13.45 per hour (Real Living Wage)

Location: Livingston (West Lothian)

Almond Valley Heritage Trust is a much-loved family attraction and heritage charity rooted in the heart of West Lothian. Our Rare Breed Survival Trust accredited farm is home to Clydesdale horses, Bagot goats, North Ronaldsay sheep, and heritage poultry breeds. With a bold five-year master plan in place, we are transforming our farm into a vibrant place of learning and engagement, focused on sustainability, animal welfare, and public experience.

About the role

As a Farm Keeper, you will play a pivotal role in the daily operations of the farm while serving as an ambassador for animal welfare and visitor engagement. Supporting the Farm Manager, you will provide care for a wide range of animals, ensure compliance with welfare standards, deliver public demonstrations, and foster a welcoming environment for visitors. Strong teamwork, leadership, and a passion for educating the public are essential to this role.

Animal Care and Welfare

- Provide daily care, feeding, and husbandry for a variety of farm livestock and smaller animals, ensuring their well-being.
- Monitor animal health, report any concerns to the Farm Manager, and maintain comprehensive records to meet regulatory and accreditation requirements (e.g., NFAN Code of Practice).
- Maintain animal enclosures to ensure they are clean, safe, and compliant with welfare standards.

Visitor Engagement and Demonstrations

- Deliver interactive animal encounters, demonstrations, and public talks, ensuring visitors have an engaging and educational experience.

- Foster a welcoming and positive environment for visitors, responding to inquiries and encouraging a connection with the farm's mission.

Farm Operations and Maintenance

- Assist in the day-to-day running of the farm, including feeding, mucking-out, cleaning, and other routine tasks.
- Perform basic site maintenance to ensure the farm remains a safe and enjoyable space for both animals and visitors.
- Identify opportunities to improve current practices and contribute ideas for enhancing farm operations.

Team Support and Leadership

- Coordinate and motivate colleagues to maintain high standards of care and customer service.
- Collaborate with peers, working together to tackle tasks and solve problems in an efficient and effective manner.

General Duties

- Follow all Health & Safety protocols and adhere to company policies.
- Actively participate in personal development opportunities to improve skills and knowledge.
- Perform other reasonable duties as required by the Farm Manager.

Essential Skills:

- Proven experience in animal husbandry, including working with livestock, hoof-stock, smaller domestic animals, and exotics.
- Strong communication skills with the confidence to deliver public demonstrations and engage with visitors of all ages.
- Familiarity with implementing welfare protocols and maintaining accurate records.
- Physical fitness and resilience to perform manual tasks in all weather conditions.
- Experience operating farm machinery (desirable but not essential; training provided).
- Eye for detail and a commitment to exceptional visitor experiences.

This is a bank position with no fixed working pattern or guaranteed hours. Shifts will be offered according to operational requirements and may include weekdays, weekends and public holidays. Bank staff are free to accept or decline shifts offered.

Desirable:

- Qualification in animal care, agriculture, or land management.
- Experience working in a public-facing visitor attraction.
- Knowledge of breeding programmes and land/pasture rotation.
- First aid qualification.

Terms & Benefits

- **Holiday:** Annual leave entitlement will accrue based on hours worked, in accordance with the Trust's annual leave arrangements for bank staff.
- **Pension:** Workplace pension scheme, subject to eligibility and automatic enrolment requirements.
- **Benefits:**
 - Free on-site car parking
 - Free site access with staff pass
 - ASVA card giving free entry to visitor attractions across Scotland
 - Discount in the café and gift shop

Equality and Diversity Commitment

Almond Valley is an equal opportunities employer. We are committed to providing equal opportunity for all and a work environment free of discrimination and harassment. We are working hard to create a space where people from all walks of life see themselves represented.

We particularly welcome applications from people currently under-represented in the sector, including people of the Global Majority and Deaf or disabled applicants.

Farm Keeper – Bank Staff

Closing date: Wednesday 7 October 2026

How to Apply

Please send your CV and a short cover letter outlining your relevant animal husbandry experience and why you are interested in joining our Farm Keeper bank team to:

jobs@almondvalley.co.uk