



Field Marketer & Trader - Variable hours

Job Description & Remit

Are you passionate about hemp, CBD and community?
Does the idea of learning more about this regenerative plant inspire you?
Would you like to be part of a not-for-profit organic hemp co-operative?

We're looking for dynamic and friendly folk to join our Events and Markets (E&M) team. Help us share the power and wisdom of this incredible plant by running stalls at events, advocating and helping people access our products.

This is a variable hour's role which suits anyone who is looking to work at some of the most ethical and movement building events in the country, this would be over the odd weekend or long weekends (summer is our peak season). You would need to commit to events/festivals in advance, and it would be ideal if you could take on a regular market. The exchange varies depending on what type of E&M you are involved in. This includes hourly paid rates, fixed rates, commission rates, volunteering or being gifted in products.

There is potential to grow within our mighty hemp advocate team. Our outreach strategies are expanding and shifting, so there is scope to develop into wholesale or steering Hempen's presence at events, festivals, organic stores and more!

If you're curious about hemp and keen to harness pioneering knowledge which can help so many - this is a role you will glow in. We have many resources to support you and inspire your continued learning.

Hempen gets invited to many popular events and festivals throughout the year. By becoming part of our team, you will have the opportunity to attend some of these and make great connections along the way. Who knows where this could go?

If you think you're right for this role, please apply by emailing events@hempen.co.uk

Person Specification:

A Team Player - working as a team on the day, potentially meeting and showing the ropes to new recruits, and communicating with the Co-ordinator to make the day run smoothly.

Reliable and Committed - it is essential to be accountable for the shifts you signed up for. Make a commitment to your role, sign up for shifts regularly so that you have a constant connection with us, and give ample notice for time off so that we can find cover easily. If you can no longer work a shift, help the Co-ordinator find your cover.

A Problem-Solver - challenges regularly arise in this type of dynamic work, so we are looking for adaptable problem-solvers to join the crew who can come up with effective solutions.



Calm and Measured Demeanour - bring calmness to situations and harmony to the team. E&M can be exciting, fast-paced, outdoors and energy-intensive. It helps when team members are aware of this and are able to work together to get things done.

A Good Salesperson - every type of connection we make is important to us. It's our moment to meet and advise others on the value of our products. Making stellar sales requires creativity, motivation and passion.

Eager to Learn - this role will grow your knowledge of both Hemp and Cannabis extracts high in CBD. Keeping up-to-date with the latest industry news, internal comms and new research helps you connect further with those who are coming to Hempen for advice.

Hours and Remuneration:

Hourly paid shifts at £11.05 per hour, organised with the Co-ordinator.

The Working Day:

- Before leaving the site for an E&M, double-check your kit has all been packed correctly. It is particularly important to make sure you have cash and a way of taking card payments (phone or terminal) with a battery pack and charging cable.
- Along with stock, you are required to return a filled in stock sheet and hand all takings back/money belt with your kit. Do not take the stock sheet or the money home with you.
- You are required to acknowledge which products have sold, and match your takings on the stock sheet provided.
- Your sheet is required to be completed as soon as you finish the E&M or within 48 hours of finishing.
- If you are late to fill in your stock sheet or return sheet/money to Hempen, we can refuse your payment for the shift.
- Ensure you hand in other required forms with your stock sheet, such as a market fee receipt or expenses sheet.
- Practise good organisation when at the E&M packing resources away neatly, and communicating clearly with the team and Co-ordinator.
- Take care of the stock and kit to ensure that nothing gets damaged. Flag up broken equipment to the Co-ordinator to be fixed.
- Work with the Co-ordinator to set and achieve targets for your E&M and collaborate/problem-solve if targets are not being met.
- Ensure that all stock is returned straight after an E&M has finished. This is because of stock levels/potential damage to stock, relieving pressure on our production team. As a small organisation, it's important. You must speak to the events Co-ordinator in advance if you are planning to bring stock back later.
- Commitment to learning the provided Training Fact Sheet, keep up with new information on hemp and CBD, and show a willingness to represent Hempen's messages and values.
- Highlight to the Co-ordinator anything you think could improve your work, in terms of training, resources, equipment, etc. As you will know the kit well, you can help to develop the kits and support progressive changes with the sales team to the overall look of our stands.



Possible Development of the Role:

- In time, work together with the Co-ordinator to suggest E&M by analysing their potential and profitability.
- Potential to take on the responsibility to run your own E&M for Hempen. Including to be able to liaise with the organiser to book an event and see it through from start to end. These skills would be developed with the Co-ordinator.
- Be able to take on a 'Steer Role' at an event, help a team achieve the best results, complete sheets on behalf of the team, manage a budget and create a good impression and relations.
- Help prepare and expand our presence at key festivals in innovative ways.

Extras:

- Be able to help create and deliver talks and workshops at events/festivals.
- Understand and participate in the wider sales and brand strategy, Support our online presence and create a connection from stall to online.

Local Stall Trader - commission-based

Do you know of any local events and markets happening in Berkshire/Oxfordshire? We are expanding options to be involved in our team by offering commission-based opportunities.

Local Trader Offer:

- We will pay the pitch fee for your stall and provide all the equipment and products. You will need to have access to your own vehicle. You will be covered by our insurance.
- Paid 20% of the overall takings you make.
- Your takings should bring in enough to cover your fuel, other expenses and create yourself an independent income.

We hope this opens up more opportunities for those living locally to join the hempunity!