**Farm & Water Advisor x2 roles**

**Job Description and Person Specification**

**Reports to:** Head of Freshwater (WWT)/Catchment Programme Manager (Wessex RT)

**Contract:** Funding confirmed for 5 years (6-month probationary period)

**Hours:** Full-time, 37.5 hours per week

**Based at:** Hybrid working (remote plus Wessex RT Head Office in Salisbury / WWT Head Office in Devizes) (one post per organisation)

**Background**

Wessex Rivers Trust (Wessex RT) is an environmental charity, dedicated to the protection and conservation of rivers and chalk streams in the Wessex area. Wessex RT is a growing regional Trust at the cutting edge of the Rivers Trust movement, the umbrella organisation looking after most of the UK’s and Ireland’s rivers.

Wiltshire Wildlife Trust (WWT) is part of The Wildlife Trusts: A Federation of 46 local independent charities working across the UK to create a wilder future, in a powerful network for innovation and advocacy. Founded in 1962, today Wiltshire Wildlife Trust is the leading charity in Wiltshire and Swindon working to achieve nature’s recovery and connect people with nature.

Wessex RT and WWT are teaming up to deliver the Resilient Avon Programme which will improve the health and increase the resilience of this globally rare chalk river catchment. The predominantly rural catchment is home to some of the country’s most iconic wildlife, and unique riverine and terrestrial landscapes. The team require two highly motivated and passionate land management advisers to deliver a new and exciting chapter for catchment conservation in the Hampshire Avon.

Sustainable land management practices underpin the health of our river catchments. Wessex RT and WWT recognise the importance of supporting land managers to deliver positive outcomes for our rivers and the people which rely on them.

**JOB PURPOSE**

You will work closely with your fellow Farm & Water Adviser, members of the Hampshire Avon Catchment Partnership (HACP), Farmer Clusters, existing groups and advisers, and a diversity of land managers, to identify, develop, design, and deliver positive outcomes for water quality, water quantity (flooding and low flows), and habitats. Measures are likely to be diverse, including soil and nutrient management plans, livestock related infrastructure, equine management, and nature-based solutions.

Advisers will develop and take ownership of land manager relationships across the catchment, from source to sea, delivering a programme of targeted land management advice including the identification, design, and delivery of opportunities to improve the water environment. Advisers will also oversee the dissemination of the Resilient Avon Farming & Water Grant, whilst also utilising match funding from Defra, agri-environment schemes, and private sources. In addition to work in the field, Advisers will utilise a variety of desk-based tools, data sets, and the support of our wider Trust teams to inform actions on the ground. Desk based work will also involve the completion of grant applications with land managers and farmers, and the required administration to make delivery a reality. Therefore, strong communication skills and the ability to deal with a wide variety of people in a friendly and professional manner is essential.

These new positions require motivated and knowledgeable individuals who can work independently, but also as part of a team. You will demonstrate a committed approach, with the passion to take ownership of a new Programme from inception to delivery over multiple years. You will also have excellent organisational, I.T. and reporting skills. Training and support will be provided.

The successful candidate will have a degree, or equivalent experience, in an environmental or agricultural discipline and at least 2 years’ experience in delivering land management and farm advice.

**MAIN DUTIES AND RESPONSIBILITIES**

* Work with stakeholders to develop and implement a programme of actions which improve water quality, water quantity, and habitats on farms and the wider rural landscape
* Identify, develop, and deliver on the ground measures which contribute towards the aims and objectives of the programme
* Organise and host Land Manager focused meetings and events to facilitate action amongst stakeholders
* Manage the administration and dissemination of the Resilient Avon Farming & Water Grant
* Report to funders and the Programme Steering Group on progress and with other information as required
* Keep up to date and engaged in relevant policy and legislation relevant to agriculture and wider land management
* Contribute to delivering the Trust’s objectives, including support for project delivery.
* Help maintain the Trust’s reputation (especially with funders, regulators, contractors, landowners and partner organisations).
* Undertake other duties that may be appropriate to the position from time to time

**SAFEGUARDING**

Wiltshire Wildlife Trust and Wessex Rivers Trust are fully committed to safeguarding the welfare of all children, young people and adults at risk. All staff will receive safeguarding training and must ensure that they comply with both Trust’s safeguarding policy.

**EXPERIENCE, QUALIFICATIONS AND SKILLS REQUIRED**

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|  | **Essential** | **Desirable** |
| Qualifications/Knowledge | * Educated to a degree level in a relevant field of environmental science / education or equivalent
* Working knowledge of current agri-environment schemes and experience of Countryside Stewardship or Environmental Land Management Scheme applications and agreements
* An understanding of the principles of engaging land managers on environmental initiatives
* Knowledge of river catchments
* An understanding of the roles and responsibilities of key stakeholders who play a part in determining the health of the farmed and/or water environment
 | * An understanding of the stakeholder landscape associated with the Hampshire Avon catchment
* Understanding of nutrient neutrality and farm nutrient management
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| Experience | * Experience of project management and coordination
* Good time and budget management
* Working with a range of stakeholders, including land managers and their advisers, local authorities, eNGOs, and Defra bodies
* Thinking and working strategically on multi-year projects/programmes of work
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| Skills | * Good IT skills, including use of Office 365
* Able to communicate with a wide range of audiences
* Excellent administrative and organisational skills
* Ability to manage workload effectively and prioritise to demanding timelines
 | * Application of GIS based mapping skills
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| Personal attributes | * Relationship builder
* Flexibility
* A natural team player / leader
* Empathy and people-focus
* Self-motivation
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| Additional requirements |  |  |

**Miscellaneous**

The post will involve travelling throughout the Hampshire Avon catchment, therefore a full UK driving licence and use of own vehicle is essential. Mileage expenses will be paid at 45p per mile as set out in HMRC’s Approved Mileage Allowance Payment. During busier months some flexibility for working hours may be required, covered by the Trust’s Time – Off In Lieu (TOIL) system.

Special note:

This job description does not form part of the contract of employment but indicates how that contract should be performed. The job description will be subject to periodic review and amendment in consultation with the post holder. The post holder may be required to perform duties other than those given in this job description. The duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of the responsibility entailed. Such variations are a common occurrence and would not in themselves justify the re-evaluation of a post. In cases, however, where a permanent and substantial change in the duties of the post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.