



Job Description

Job Title:	Land Advisor (Cambridgeshire)
Location:	The Manor House, Broad Street, Great Cambourne, Cambs CB23 6DH
Accountable to:	Conservation Manager (Cambridgeshire)
Salary:	£28,824 per annum
Hours:	37.5 per week (full time)
Transport:	Hold a current driving licence and be able to use own vehicle for business purposes (with the relevant insurance) on occasion

Employment subject to:

- 6 month probationary period;
- evidence of right to work in the UK

Land Advisor (Cambridgeshire)

Main purpose

The Land Advisor will play a leading role in the Wider Countryside Team being responsible for the delivery of land management advice to farmers and landowners across Cambridgeshire, with a particular focus on Living Landscape Schemes and delivery of a nature recovery network in priority areas. They will support the establishment of farmer clusters and organise training and events to promote nature friendly land management methods and improvements to farm infrastructure to benefit water quality and the surrounding environment.

The Land Advisor will also help deliver pond creation as part of the Natural England Great Crested Newt Strategic Licencing Scheme in Cambridgeshire and support the delivery of Wildlife Trust national farm advice contracts with major food companies.

This role will work closely with other members of the wider countryside team to deliver projects complementary to the landscape-scale conservation initiatives including work on County Wildlife Sites and river restoration schemes.

Land Advisor (Cambridgeshire)

Main Objectives
<ul style="list-style-type: none"> Work with the Conservation Manager to deliver the Wildlife Trust's programme of land advisory work in Cambridgeshire, to promote and deliver a nature recovery network with landowners and farmers, particularly in priority Living Landscape areas.
Key Responsibilities
Land Management Advice (50%)
<ul style="list-style-type: none"> Engage and advise farmers in Wildlife Trust Living Landscape areas on nature friendly land management to benefit wildlife and water quality.
<ul style="list-style-type: none"> Help establish farmer cluster groups and organise and promote training opportunities for landowners, working in partnership with FWAG East and other partners.
<ul style="list-style-type: none"> Promote uptake of Countryside Stewardship to landowners, assist with applications and promote relevant nature options.
<ul style="list-style-type: none"> Keep up to date on changes to agriculture policy, Environmental Land Management Schemes and approaches to "regenerative farming".
Partnership & Stakeholders
<ul style="list-style-type: none"> Work with a range of land advice partners and conservation organisations to deliver a co-ordinated and collaborative approach to provision of land management advice to farmers across priority landscape areas and Cambridgeshire as a whole.
Nature Conservation Projects (30%)
<ul style="list-style-type: none"> Work with landowners to identify suitable locations for the creation of new Great Crested Newt ponds and organise contractors to create and restore ponds and associated habitats.
<ul style="list-style-type: none"> Support the Conservation Manager in developing and delivering Living Landscape scheme programmes of work including assisting with applying for funds and subsequent project management. Develop and run conservation projects in Cambridgeshire, linked to landscape, habitat or species priorities.
<ul style="list-style-type: none"> Work with other Wider Countryside staff on specific practical conservation management tasks.
Nature Conservation Surveys (10%)
<ul style="list-style-type: none"> Work with colleagues to undertake site surveys and monitoring work on Local Wildlife Sites and associated land holdings where these contribute to Trust Living Landscape schemes.
<ul style="list-style-type: none"> Co-ordinate volunteers to undertake farm wildlife surveys to provide information to inform farmer's land management choices.
Communication and promotion (5%)
<ul style="list-style-type: none"> Promote the Wildlife Trust's wider countryside work to a wide audience through local media, attendance at local events, through walks, talks and training events and by producing promotional materials.
<ul style="list-style-type: none"> Help recruit new members and supporters in the course of your daily activities and by assisting those with direct recruitment responsibilities.

<ul style="list-style-type: none"> • Present a positive and welcoming image of the Trust to everyone
Health and safety
<ul style="list-style-type: none"> • Work with due regard to the health and safety of yourself and others, according to the Trust's Health and Safety Policies.
<ul style="list-style-type: none"> • Produce risk assessments and any additional H&S requirements as required.
Other duties (5%)
<ul style="list-style-type: none"> • Contribute to general Trust working and any other duties as directed by line managers.
<ul style="list-style-type: none"> • Undertake training as the need arises.
<ul style="list-style-type: none"> • Go about duties in a resource-efficient way and minimise impacts to the environment.
<ul style="list-style-type: none"> • Actively follow Trust policies including Equal Opportunities policies
<ul style="list-style-type: none"> • Maintain an awareness and observation of Fire and Health & Safety Regulations.

Notes:

1. As duties and responsibilities change, this job description will be reviewed and amended in consultation with the post-holder.
2. This job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The job description is not intended to be an inflexible or infinite list of tasks and may be varied from time to time after consultation / discussion with the post holder.
3. This job description does not form part of the contract of employment.

Member recruitment provides the Trust with our largest source of regular income. Members are essential for us to deliver our vision to protect and preserve our wild spaces so that wildlife can thrive and we all have wild spaces to enjoy. Although we have a great recruitment team...we need you! Everyone working at the Trust can help. You may be the first person from the Wildlife Trust that a potential supporter speaks to. Every member of staff should take pride in the work we do and be our voice, promoting the importance of being a member of our Trust and recruiting new members wherever they can.

Land Advisor (Cambridgeshire) – Person Specification

E= Essential; D=Desirable

Requirements		
Experience and Qualifications	Hold a degree, vocational or equivalent qualification or experience in a relevant discipline	E
	A good level of experience working with landowners and providing conservation management advice	E
	Hold a current driving licence and be able to use own vehicle for work purposes on occasion	E
	General experience in delivering conservation projects in an agricultural setting	D
	Solid experience of phase 1 and / or other habitat and vegetation survey methods	D
	Solid experience in overseeing the work of contractors and managing contracts	D
Knowledge	Understanding of the principles of ecology and the practices of nature conservation, especially relating to habitat management, restoration and creation	E
	Substantial knowledge and experience of Agri-Environmental Stewardship Schemes	E
	Understand modern agricultural systems including arable and livestock and grazing systems	E
	Understand the Health and Safety issues relating to working on sites, livestock, site visits and lone working	E
	A good general knowledge of British natural history, preferably with a particular expertise in at least one field	D
	Understand the principles of habitat management with livestock	D
	General Experience in the delivery of resource protection measures on farms	D
Skills and Abilities	Excellent interpersonal skills and effective negotiating skills to develop strong working relationships with farmers, landowners and their representatives	E
	Confident user of Windows/Microsoft Office including Word, Excel, Outlook email etc. Competent in the use of GIS packages (e.g. QGIS) and GPS	E
	Efficient administrative and organisational ability	E
	Public speaking experience to a variety of audiences	D
	Skilled at using professional networks in the achievement of objectives	D
	Proven ability to work independently and on own initiative within specified guidelines or processes	D
Behaviours	Demonstrable evidence of openness to change, flexibility and a willingness to learn new ways of doing things	E
	Demonstrable experience of identifying, understanding and giving priority to delivering the needs of the customer and taking responsibility for providing a service that meets customers' needs	E
	Demonstrable ability to work flexibly within a team environment and to work across functions to deliver successful outcomes, and	E

	contributing to environments that demonstrate equality, foster trust, respect, and challenge	
	Willingness to share ideas, experience, and knowledge with colleagues and others	E

Terms and Conditions: Summary for candidates

The following terms and conditions are typically offered to The Wildlife Trust BCN staff on fixed-term or permanent contracts and are set out here for your information only. Terms and conditions may vary according to circumstances, and this summary does not form part of any subsequent employment contract.

Probationary period: Six months with a review at three months. During the probation period the contract may be terminated with one week's notice.

Annual leave: 25 days annual leave and 8 bank holidays per annum (pro rata for part time staff and those working less than a year). For those staff whose normal working days fall on the days of the week that fall between 25th December and 1st January (i.e. the three non-public holiday days) when the Trust offices are closed, three additional days of paid leave are granted. These are non-pro rata and must be taken between 25th December and 1st January.

Pension: Contributory pension. The Trust contributes 8% salary. The employee will be automatically enrolled after 3 months.

Other Information: Occasional weekend and evening working may be required, for which time off in lieu can be taken.

Equality and Diversity We're wild about inclusion and want our staff to be as diverse as wildlife. As an inclusive employer, we recognise that our workforce needs to better reflect the communities in which we live and work. We actively encourage applications from people of all backgrounds, identities and cultures. We believe that a diverse workforce will help us create our vision of 'people close to nature, with land and seas rich in wildlife.'

As a Conservation Charity, the Trust is committed to the ethical and sustainable sourcing of all materials used by our charity, and to ensuring we support any initiatives which improve sustainability for the benefit of us all. We are also fully committed to significantly reducing our carbon emissions. We would like to be sure that all of our colleagues and team members are equally committed in their support of these values and practice the highest standards both at work and at home.

About The Wildlife Trust BCN

The Wildlife Trust for Bedfordshire, Cambridgeshire and Northamptonshire is a registered charity (and a company limited by guarantee), whose mission is to:

- conserve local wildlife, by caring for land ourselves and with others;
- inspire others to take action for wildlife; and
- inform people, by offering advice and sharing knowledge.

We are among the largest and most effective of 46 Wildlife Trusts across Britain and we are a major contributor to the nationwide work of the Royal Society of Wildlife Trusts. We currently manage over 100 nature reserves, covering almost 4,500 hectares, and two education centres. Our work also includes the acquisition and application of information about biodiversity. The Trust's turnover in 2022-23 was over £10 million and its capital assets more than £28 million, of which over half (£18 million) is classified as heritage assets. This Trust was the first to promote the concept of Living Landscapes: large-scale conservation schemes which aim to ensure that wildlife can thrive alongside the human population across an entire landscape. Our conservation activity is increasingly focused on these Living Landscapes, including the first to be established - the Great Fen in Huntingdonshire – as well as the Ouse Valley, the Nene Valley and the North Chilterns Chalk.

The Trust's annual report and accounts are posted on our website:

<http://www.wildlifebcn.org/annualreview>

The work of the Trust is guided by the 2025 - 2030 five-year vision which can be found at:

<https://www.wildlifebcn.org/next-five-years>. To achieve the targets within this plan, the Trust is managed and directed by an Executive Board of CEO and three Directors.

The Trust evolved from a group of committed volunteers, and volunteering is still central to its ethos, with over 1200 regular volunteers. The working culture of the Trust encourages a professional approach, with a commitment and enthusiasm for nature and its conservation. Mutual respect and teamwork are highly prized among both staff and volunteers. In all its dealings the Trust tries to be fair but firm and in all its activities it aims to be environmentally responsible. Systems, processes and bureaucracy are kept to the necessary minimum for effective performance.

The Chief Executive reports to the Trust's Council of 17 Trustees, who are elected annually from the membership (presently standing at over 37,000). Council and its two Committees (Conservation, Education & Community; and Resources) each meet quarterly. There are 137 staff members (113 fulltime equivalents), with main offices in Bedford, Great Cambourne, and Northampton, and over 1,000 active volunteers. The Executive Board comprised Chief Executive, Resources Director, Conservation Director, Business Director and Engagement Director. Reporting to the Executive Board is a team of senior managers.