**JOB DESCRIPTION**

**JOB TITLE** - Farm Liaison Officer

**TEAM** - Conservation Team

**RESPONSIBLE** **TO** - Nature Recovery Manager

**SALARY** - £25,708 (FTE), pro rata’d for 0.6 FTE

**CONTRACT** **TYPE** - Fixed-term (5 years)

**LOCATION** Mainly covering south Wales; Carmarthenshire, Brecknock, Glamorgan. Home based of office based at Parc Slip Nature Reserve, Tondu.

**OVERALL PURPOSE OF JOB**

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We are looking for someone with sound knowledge of nature friendly farming and ecosystems services, and an aptitude for both outdoors and desk-based work to join our conservation team. Working closely with stakeholders, staff and farming communities, the Farm Liaison Officer will be responsible for engaging with farmers to improve condition and resilience of our agricultural landscapes. This is part of a wider 5-year project to support more farmers transitioning to sustainable farming practices by increasing access to accredited land advice services, which will help restore nature and improve the viability of the UK farming sector.

**MAIN RESPONSIBILITIES**

* Provide advice and guidance for reserves and conservation staff on practical, nature-friendly farming techniques, particularly around conservation grazing on nature reserves, hedgerow management and grassland/meadow management.
* Provide advice and guidance to farmers and landowners on how greener and more nature-friendly land management practices can improve crop and livestock yields, reduce environmental impacts such as flooding and drought and reduce nutrient runoff.
* Support and inspire farmers and landowners to create more areas for wildlife and to connect to what’s already there, through the lens of grassland habitats and the species which rely on or are supported by them.
* Contributing to Sustainable Farming Scheme (SFS) consultation and formulation as we approach the final roll-out, and how to manage the transition from previous existing schemes such as the Habitat Wales Scheme and Organic Support Payments as they come towards their conclusion in 2025. Providing farmer and landowner advice on SFS implementation, and how best to meet the minimum requirements.
* Building links with other agri-environmental organisations and individuals operating in the space, such as Nature Friendly Farming Network, Pastures for Life, Farming Connect, academic/research institutions, and professional agronomists.
* Work with staff to arrange and support the provision of training and surveys for landowners.
* Create opportunities for peer-to-peer learning and innovation within the farming community.
* Work with contractors to assist farmers to carry out works to improve land for nature where necessary.
* Assist with producing quality social media and communications content.
* Assist with the production of project reports and claims to ensure they are made promptly and accurately.
* Assist with the project budget and ensure that any funder requirements are met.

**JOB SPECIFICATION**

***Management and supervision***

The post holder will also be responsible for supervision of contractors on occasion. They will also work closely with a Conservation Officer, and staff in other Wildlife Trusts working on this project.

***Accountability and resources***

The post holder will assist with allocating project budgets. In, doing so, they will also be expected to contribute to putting together methodologies for projects delivered by the Trust. They will also be responsible for invoicing and reporting on contracts delivered.

***Job impact***

This role has external impact on the reputation of WTSWW through the successful delivery of projects and contract work across the WTSWW area. The work will inform WTSWW of best practices to adopt during habitat and species conservation. In addition, the role has a much wider impact with regard to WTSWW’s reputation, through advice to landowners and engagement with partner organisations.

***Independence and judgement***

This role requires independence and an ability to make decisions locally on a regular basis when not following standard survey methodologies. Assistance is available from all members of the Senior Management Team when required and the Nature Recovery Manager in particular. The post requires a developing knowledge of the local area; habitat, species and their ecology and to apply this to decisions regarding conservation projects and ecological surveys on agricultural land.

***People and contacts***

This post will require regular partnership working with other organisation working on nature-friendly farming and with other Wildlife Trusts working on this specific project. It will also include contact with individual landowners, volunteers and students. It will also include working with press and media on occasion.

***Creativity and Innovation***

Problem-solving required in habitat and species management and ecological surveys in the face of climate breakdown requires an innovative approach and the ability to adapt knowledge.

***Working conditions***

Office space will be available at our Parc Slip offices in Tondu, with the ability to work from home when needed and the post-holder will occasionally be required to work elsewhere in the Trust area. Some evening and weekend work will be required, and the Trust operates a flexi and TOIL working system. The Trust has a good record of working flexibly to take account of any particular needs our staff have.

**PERSON SPECIFICATION**

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| --- | --- | --- |
|  | ***Essential*** | ***Desirable*** |
| **Knowledge** |  |  |
| A degree/professional/industry qualification ***and/or*** sufficient relevant experience to cover the requirements of the post. | ✓ |  |
| Knowledge/experience of advising landowners/farmers | ✓ |  |
| Farming background |  | ✓ |
| Knowledge/experience managing land for wildlife/nature friendly farming | ✓ |  |
| Awareness of existing Nature Conservation designations and law |  | ✓ |
| Knowledge of agricultural habitats and species in Wales | ✓ |  |
| Knowledge of H&S legislation and good lone working practice | ✓ |  |
| **Experience** |  |  |
| Surveying and monitoring species/habitats relevant to south and west Wales |  | ✓ |
| Delivering work in a timely manner, including practical works, data processing, report writing, and invoice completion, etc. | ✓ |  |
| Collaborative inclusive approach to working with others | ✓ |  |
| Working within rural environments | ✓ |  |
| **Skills** |  |  |
| Creative thinking to carry out programmes that deliver against targets | ✓ |  |
| Prioritising tasks when working to specific deadlines and with multiple projects. | ✓ |  |
| Ability to work independently and adopt a flexible approach | ✓ |  |
| A flair for both practical and administrative work | ✓ |  |
| IT literate, particularly MS Word, Excel, Outlook, mapping tools and social media | ✓ |  |
| Effective communicator in both written and spoken formats | ✓ |  |
| **Personal** |  |  |
| Passionate about the natural world | ✓ |  |
| Confident to work alone and maintain good communication with colleagues | ✓ |  |
| Approachable and friendly manner | ✓ |  |
| A clean driving licence and own vehicle available for business use | ✓ |  |
| Welsh language learner or speaker |  | ✓ |
| courtesy level Welsh (greetings and pronunciation) | ✓ |  |

**GENERAL TERMS AND CONDITIONS**

**Salary:** £16,800 for 3 days a week. This is a fixed-term and part-time post for 5 years.

**Pension:** The Trust operates an auto-enrolment pension scheme with a 6% employer contribution. Details are set out in the staff handbook.

**Hours of Work:** Part-time 21 hours per week with use of flexi hours (to suit your personal circumstances). Some evening or weekend working may be required for which time off *in lieu* will be given.

**Duration of post:** This post is fixed-term for 5-years, and is subject to a 6 month probationary period in order to assess suitability for the role.

**Holidays:** 25 days pro-rata’d, plus bank holidays, and 3-5 specified days over the New Year when the offices shut down for a rest period.

**Place of work:** Within reasonable range of our offices at the The Nature Centre, Parc Slip Nature Reserve. We have a flexible approach to home working.

We give our staff the opportunity to use two work days a year to volunteer for other teams within our Wildlife Trust or for another organisation. Many staff use this opportunity to volunteer on Skomer Island. We also offer the opportunity for staff to improve their Welsh Language skills by attending training courses in work time where appropriate. We encourage staff to work together across different teams and contribute to the development of the Trust as a whole through working groups including Wellbeing and EDI.

The role is varied and will take you to a diverse range of internationally, nationally, and locally important agricultural and agri-adjacent habitats across South and West Wales, working on a wide portfolio of projects comprising elements of practical farm works, ecological monitoring and surveys, habitat and species management, project design and implementation, and report writing. In doing so, you would have the opportunity to survey and monitor for a range of charismatic protected species, and embed yourself within farming communities across our area of operation.

Engaging positively with landowners, partners, stakeholders, and volunteer groups, as well as our own Reserves Managers and staff, will be a core element to developing the Trust’s conservation work throughout our area. Often, this will include conducting species and habitat surveys both on and off nature reserves, followed by compiling reports and management plans supported by robust data and GIS mapping. It would therefore be preferential if the applicant had previous experience with this type of software.

As part of our small and dedicated team, you will contribute to our *30 by 30* target – 30% of Wales’ land and sea protected and positively managed for nature by 2030. This is one of three key goals detailed in our new strategy (see below). Essentially, by increasing habitat extent and connectivity on a landscape scale, we seek to expedite the rate of nature recovery and improve nature resilience throughout our large area of operation, and Wales as a whole.

We are one of 46 Wildlife Trusts spanning the UK. Each Wildlife Trust is an independent charity so we can respond to local needs and opportunities quickly. We also work in close partnership with other Wildlife Trusts in Wales and across the UK and you will have a chance to network and share experience with similar staff across the movement. This will include online meetings and occasional in-person conferences as well as training opportunities.

**OUR STRATEGY**

Our strategy closely engages with the TWT (The Wildlife Trusts) strategy. Our strategy has also been guided by, and is as far as possible consistent with, the WTW (Welsh Wildlife Trusts) strategy, reflecting the principles and values which we share with the other Welsh Wildlife Trusts, but also taking account of our local perspective and specific interests. Many of our activities will be carried out in partnership with WTW and TWT.

The Wildlife Trusts in Wales believe that nature is integral to our lives. People are part of nature and all life on earth is mutually interdependent. Everything we value comes from nature and everything we do impacts upon wildlife.

The WTW three key themes and goals aligned with those of the TWT Strategy listed below are also WTSWW key goals:

**Action for Nature**

Key Goal: 30% of land and sea managed for nature by 2030

**Action with people**

Key Goal: One in four people taking action for nature by 2030

**Action on Climate**

Key Goal: Achievement of Net Zero by 2030

**Links to more information:**

*For more information on our strategy follow this link:* [Our Wilder Strategy | The Wildlife Trust of South and West Wales (welshwildlife.org)](https://www.welshwildlife.org/our-strategy)

*You can also browse our website for more information about our Wildlife Trust:* [***www.welshwildlife.org***](http://www.welshwildlife.org)***.***

***For enquiries about this post, please email*** [***info@welshwildlife.org***](mailto:info@welshwildlife.org) ***with the job title as the subject.***

*The application deadline is on the* ***18th July @10am****. Interviews will be conducted on* ***Wednesday 30th July.*** *Shortlisted candidates will be invited to interview by 5pm on 21st July. Interviews will be conducted at The Nature Centre, Parc Slip, Fountain Road, Tondu, Bridgend, CF32 0EH*