

Job Description

Job title: Farm Liaison/Senior Reserves Officer

Contract: Fixed-term (3 years), full time (35 hours per week)

Salary: £28,000

Working base: Based at The Welsh Wildlife Centre, Cilgerran, Pembrokeshire with scope to work from home on occasion.

Team: Conservation Team

Responsible to: Nature Recovery Manager with support from Reserves Manager

Responsible for: Volunteers, contractors, student placements

Background

The Wildlife Trust of South & West Wales is a charity dedicated to protecting the region's most precious wild places for people and wildlife. We work on our reserves and beyond to rebuild biodiversity across the region. We work to empower individuals and communities to take action for the natural world. We campaign for better protection of our environment both locally and nationally. We have over 5000 members, 500 volunteers and manage over 2000 hectares of land on over 100 nature reserves, including Skomer and Skokholm Island.

We are one of 46 Wildlife Trusts spanning the UK. Each Wildlife Trust is an independent charity meaning we can respond to local needs and opportunities quickly, but we can also use the leverage of our other Wildlife Trust partners throughout the UK when strength in numbers is needed.

Our Conservation team works closely with wider team to achieve our mission of rebuilding biodiversity and connecting people with nature in line with our strategy:

Action for Nature: **30% of land and sea managed for nature by 2030**

Action with people: **One in four people taking action for nature by 2030**

Action on Climate: **Net Zero by 2030**

Read more here: [Our Wilder Strategy | The Wildlife Trust of South and West Wales](#)

Overall purpose of job

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/Senior Reserves Officer will be responsible for both engaging with farmers to improve condition and resilience of our agricultural landscapes and supporting the Reserves Manager West Region to manage nature reserves across the region.

The Farm Liaison Officer element of the role will 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.

The Senior Reserves Officer element of this role will be to support the restoration of Temperate Rainforest habitats across our woodland creation sites and undertake habitat and public access management across our wider nature reserve portfolio. For the initial year of the contract more time will be spent on the Farm Liaison Officer element, after which time on each element will vary.

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.
- To assist Reserves Manager West and the Ceredigion Wildlife Trust Officer in management and maintenance of nature reserves.
- To lead on habitat and reserves management tasks with due consideration to site, management plans, the Wildlife & Countryside Act 1981, Habitats & Species Regulations & the Health & Safety at Work Act 1974.
- To work with colleagues in the reserves team to ensure the effective delivery and reporting of funded activity on our west region nature reserves, including through the Sustainable Farming Scheme
- To work with partners, colleagues, contractors, and volunteers to deliver woodland creation and associated activities (monitoring, reporting) as part of our rainforest creation project
- To write and deliver management and monitoring plans for nature reserves
- To arrange, organise & run volunteer workdays within the county areas.
- 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.

Person Specification

Knowledge: essential

- A degree/professional/industry qualification and/or sufficient relevant experience to cover the requirements of the post.
- Knowledge/experience of advising landowners/farmers.
- Knowledge/experience managing land for wildlife/nature friendly farming.
- Knowledge of agricultural habitats and species in Wales.
- Knowledge of H&S legislation and good lone working practice.

Knowledge: desirable

- Farming background.
- Awareness of existing Nature Conservation designations and law.

Experience: essential

- 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.
- Supervising contractors and volunteers.

Experience: desirable

- Surveying and monitoring species/habitats relevant to south and west Wales.

Skills: essential

- Demonstrable practical land management skills including equipment use.
- 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 qualities

- 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 speaker or advanced learner.

Further details

- **Working hours:** Our working week is 35 hours, and we operate a flexible/TOIL working system because some evening/weekend work is required on occasion. It also allows you to work flexibly to cover personal commitments/responsibilities.
- **Duration of post:** This post is fixed-term (3 years) and subject to a 6-month probationary period to assess suitability for the role.
- **Holidays:** 25 days plus bank holidays plus additional holiday over Christmas/New year (5 additional days). Holidays of up to 3 weeks at a time can be arranged with sufficient prior notification.
- **Pension:** The Trust operates an auto-enrolment compliant pension scheme with a 6% employer contribution from People's Pension. Details are set out in the staff handbook.
- **Working location:** The Welsh Wildlife Centre, Cilgerran, Cardigan, Pembrokeshire, with the option to also work from home on occasion.
- **Travelling expenses:** 40p per mile. Shared pool cars available if booked.
- **Volunteering:** We give our staff the opportunity to use two workdays a year to volunteer for other teams within our Wildlife Trust or for another organisation.

Key dates

Application closing date: Monday **13th April** 2026 at 9am.

Interview date: Wednesday **22nd April** 2026 at The Welsh Wildlife Centre, Cilgerran, Cardigan, Pembrokeshire, SA43 2TB

If you haven't received any communication from us by Friday **17th April** 2026 your application has been unsuccessful on this occasion.

Equal opportunities

We are committed to equality, diversity and inclusivity. We are particularly keen to increase the diversity of our staff, volunteers and supporters. We welcome applications from people underrepresented in the conservation sector, particularly people from minority ethnic groups, people with disabilities and people from low-socioeconomic backgrounds. Even if you do not feel you meet all the criteria, please do apply. We can provide training and support to the right candidate.

As a Disability Confident employer, we guarantee to interview all disabled applicants who meet the minimum criteria for the vacancy. Please let us know if you require any reasonable adjustments at any stage of the application or interview process.