



Gloucestershire
Wildlife Trust

Farm Advisor

We are recruiting for Farm Advisor

Job Purpose:

To encourage farmers to adopt regenerative agriculture and other wildlife-friendly practices through provision of advice, skill and knowledge-sharing events, and to support access to Stewardship, ELMs and green finance.

Salary: £26,735 – £31,190 per annum

Term: Full-Time, Permanent.

Location: Robinswood Hill Country Park in Gloucester.

Responsible to: Lead Farm Advisor

Liaison with: Farmers, Wilder landscapes Manager, Wilder Landscapes Advisor, Communications Officer, Digital Communications Officer, Citizen Science and Evidence Officer, Volunteer Support Officer (Habimap), GIS Officer, Land Management Officers.

Job description



Large blue © Billy Heaney



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Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We aim to play a central role in tackling the ecological and climate emergencies in Gloucestershire, working closely with local communities and our partners. This needs 30% of the land supporting nature's recovery by 2030 and unlocking the potential of nature-based solutions to mitigate and adapt to the impacts of climate change. By working in partnership with farmers and landowners, we aim to create ten Nature Recovery Zones where wildlife will thrive alongside food production. These will cover over 60,000 hectares, including increasing our own nature reserves from 1,100 to 1,700 hectares. Alongside this we will collaborate on large scale cross-boundary ecosystem restoration projects and smaller scale wildlife enhancement and nature highways in urban neighbourhoods. We will inspire communities to influence decision makers and drive forward change in their own neighbourhoods.

Nature's recovery depends on the Gloucestershire's people. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment. We want to make nature more inclusive by reaching 1 in 4 people and ensuring more people have access to nature on their doorstep. We want to empower at least 20,000 people to take meaningful action for nature, particularly by harnessing the energy of our volunteers and young people.

Why we're here:

As humans, we're an integral part of a resilient, dynamic and interconnected natural world. We believe that nature holds the key to addressing some of the most pressing challenges facing society today. We work locally with evidence and experience in the service of wildlife and communities. Together we can deliver natural solutions both small and large, from doorstep to landscape, that grow hope for a wilder future.

How we work:

- We show how we care for nature, our partners and each other through our values:
 - We are ambitious for nature and people
 - We collaborate to achieve more
- We are dedicated to inclusion and nature for all
 - We act with responsibility



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Gloucestershire Wildlife Trust Values

Our values reflect each of us being:

A CARING COLLEAGUE – supportive and honest

Behaviours: We are considerate, honest and fair. We make time for each other and actively listen to others concerns or barriers before responding and finding solutions together.

ROOTED IN OUR COMMUNITIES – making nature inclusive

Behaviours: We respect each other's views and recognise and value our different backgrounds and lived experiences.

CHAMPIONS FOR WILDLIFE – passionate and pioneering for nature's recovery

Behaviours: We have an urgency for action. We are open to new ideas, encouraged to take risks together, finding creative solutions and learning from our mistakes.

ARC symbolises the values we stand for, we have a shared culture with smooth connections between all parts of our organisation.



Outline of main responsibilities

- To organise and promote events to engage farmers with wildlife friendly farming practices, such as regenerative agriculture.
- To provide one-to-one advice to farmers and landowners on all aspects of natural capital and ecosystem service management.
- Provide one to one advice to farmers and landowners with respect to agri-environment schemes including ELMS and the SFI.
- To liaise with farmers, key farming stakeholders, and other relevant NGOs ensuring good relations are maintained.
- To produce farm maps using GIS for a range of purposes.
- To update and maintain a landowner/farmer database.
- To support the delivery of funded projects that require farm engagement.
- To update GWT's website and work collaboratively with the Communications Team to produce case studies and other material that communicates the impact of the Team's work, including media interviews when required.
- To support the development of wildlife friendly farming projects, including contributing to writing and submitting funding bids.
- To coordinate practical volunteer work parties that deliver habitat enhancements on farms and other privately owned land.
- To produce detailed and bespoke land and farm management plans
- To keep informed of all the various land and farm financial support mechanisms including the Environmental Land Management Scheme and Biodiversity Net Gain.
- To carry out farm surveys using the UK habitats system and BNG assessments.
- Collaborate with other teams within GWT when necessary to deliver job outcomes.



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Person Specification

Qualifications:

Required: Degree or equivalent qualification in agriculture, countryside management, livestock, agronomy or in a related discipline.

Preferred: Degree or equivalent qualification in agriculture, countryside management, livestock, agronomy or in a related discipline.

Experience and knowledge

Essential:

- Experience of working with farmers and landowners, ideally in an advisory capacity.
- Good understanding of agricultural systems that can deliver wildlife benefits.
- A detailed knowledge of the financial land support schemes including but not limited to government schemes.
- Practical experience of organising and implementing land management interventions on farmland.
- Habitat and species management skills especially of grassland and woodland habitats
- Experience of communicating positively with a variety of external stakeholders, GIS and mapping experience.





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Person Specification

Desirable:

- Basic understanding of agricultural economics
- Experience of organising and promoting events
- Experience of leading volunteer activities and work parties
- Knowledge of natural capital and ecosystem services.
- Experience of writing or supporting funding bids.

Experienced in ecological surveys and monitoring, particularly habitat surveys.

Skills:

Essential:

- A confident and skilled communicator able to use discretion and judgement
- Accomplished relationship management skills, able to deal with difficult conversations using pragmatism, tact and diplomacy
- Excellent organisational skills, able to effectively prioritise workload with minimum supervision
- Basic GIS mapping skills
- Proficient in main Microsoft Office programmes.
- High quality written skills, including report writing.
- Habitat survey skills
- Problem solving aptitude
- A current, full, clean driving licence.

Desirable:

- Advanced GIS user
- First Aid at work certificate.





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Terms of Employment

This is a full-time (35 hours per week) permanent position within Gloucestershire Wildlife Trust. Due to the nature of the Trust's work, occasional evening or weekend work may be necessary for which time off in lieu is given.

A contributory pension scheme is in operation and the postholder is entitled to 25 days paid leave per year pro rata (rising to 30 days through service) in addition to public holidays and Christmas closing period.

Our office facilities are at Robinswood Hill Country Park in Gloucester. Your line manager will provide details and agree your office/home/other working arrangements.

It is the nature of the work of Gloucestershire Wildlife Trust that tasks and responsibilities are, in many circumstances unpredictable and varied. All staff are, therefore, expected to work in a flexible way when the occasion arises where tasks that are not specifically covered in the Job Description have to be undertaken, including providing occasional cover for absent staff in order to maintain organisational effectiveness.

As part of its commitment to investing in its people, GWT trains and supports its staff in the delivery of their duties. Advice will be given in drawing up a personal development plan and all suggestions considered according to resources available and the over-riding priorities of the Trust. An appraisal process is carried out every year.

Major changes to duties and responsibilities and reasonable notice will be given before implementation.



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Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff, whether temporary, part-time or full-time; ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination. A full copy of the policy is available on request.



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How to apply

To make an application, please send a CV and covering letter to hr@gloucestershiREWildlifeTrust.co.uk by midnight on Sunday, 20th July 2025.

Thank you for your interest in this position and we look forward to receiving your application.

