



Gloucestershire
Wildlife Trust

Farm with Nature Officer

Ready to Grow with Nature? Join Us!

Job Title: 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 depending on experience.

Term: Full-time, Permanent.

Responsible to: Lead Farm Advisor

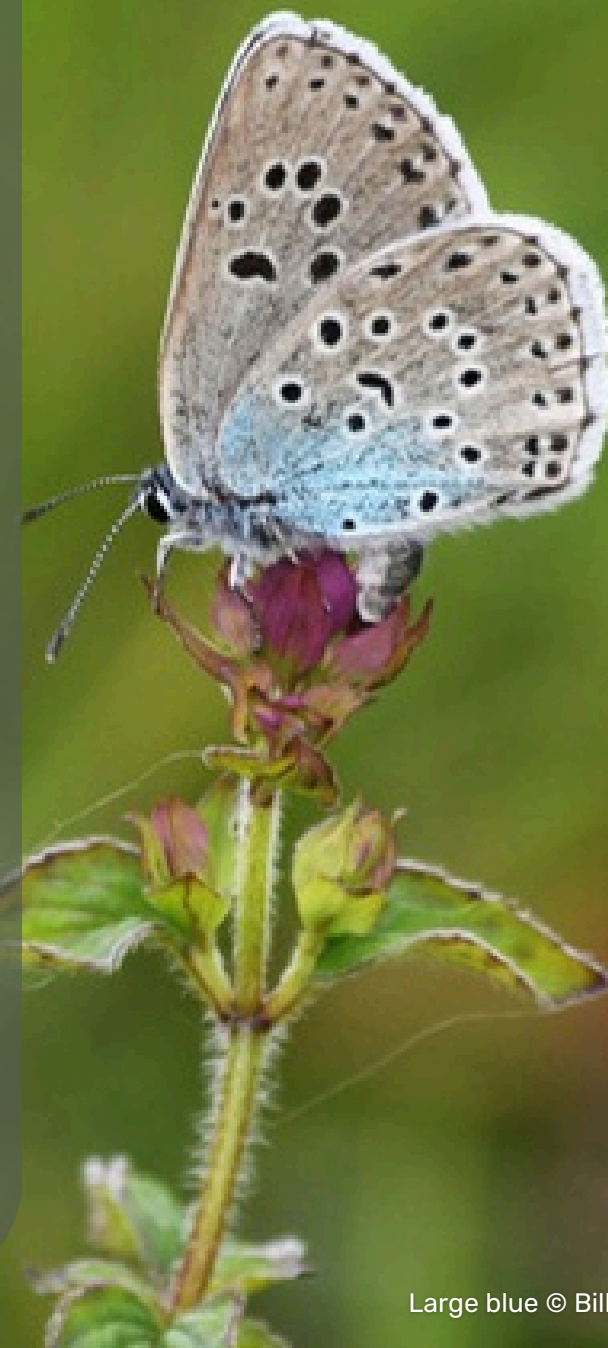
Responsible for: Volunteers

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.

Closing date: Monday, 22nd September 2025.

Interview date: Tuesday, 30th September 2025.

Job description





Gloucestershire
Wildlife Trust

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







Our Purpose and Values

As humans, we're deeply connected to the natural world – and that world is powerful, dynamic, and resilient. At Gloucestershire Wildlife Trust, we believe that nature offers the solutions to some of the biggest problems we face today, from climate change to our personal wellbeing.

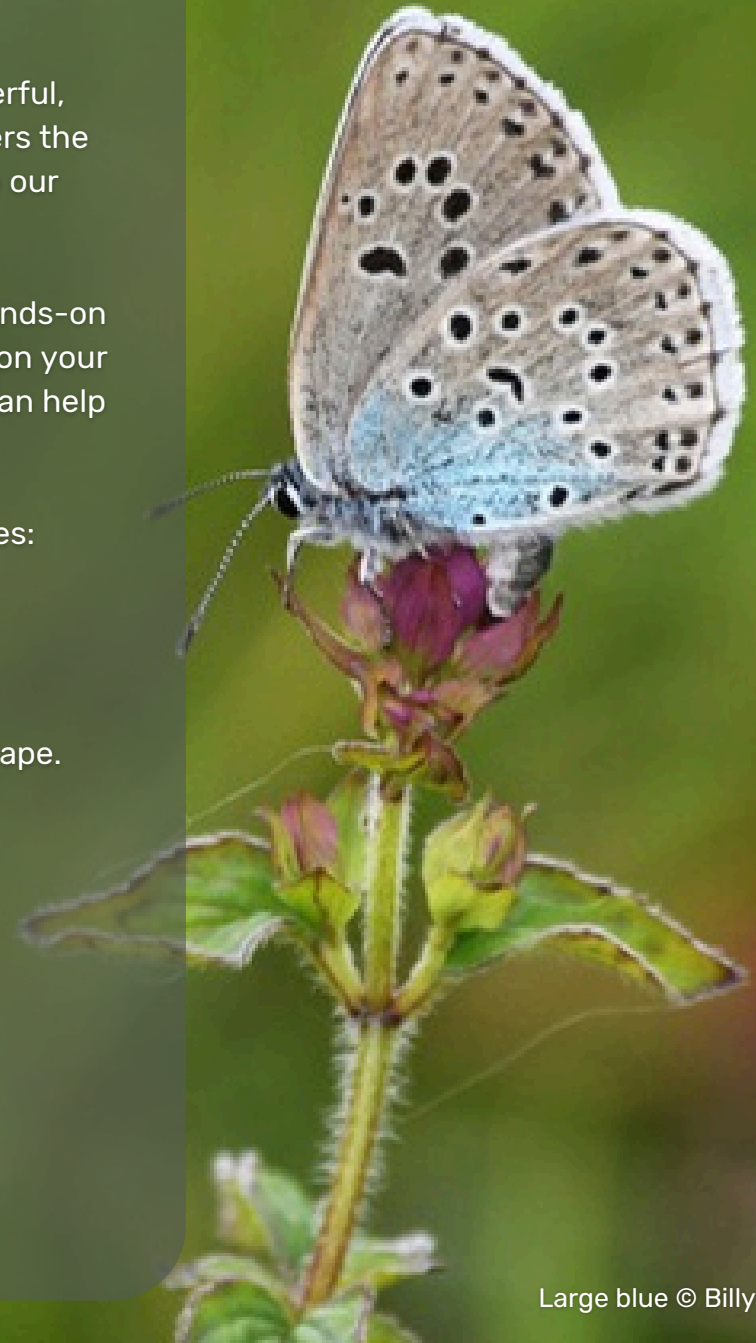
That's why we work with local communities and partners, using evidence and our hands-on experience, to work in the service of people and wildlife. Whether it's a small project on your street or a big one across the landscape, we believe that every action, big or small, can help shape a brighter, wilder future for us all.

We show how we care for nature, our partners and each other through our values:

-  We're ambitious and dream big – for people and for nature.
-  We collaborate, because we can achieve more together.
-  We're inclusive and believe that nature is for everyone.
-  We act with responsibility for the work we do and the world we're helping to shape.

Together, we're growing hope for a wilder future.

Job description



Introduction to the role

This role sits within the Landscape Recovery Team, supporting work to engage farmers and encourage them to adopt practices, such as regenerative agriculture, that improve the wildlife value of productive farmland.

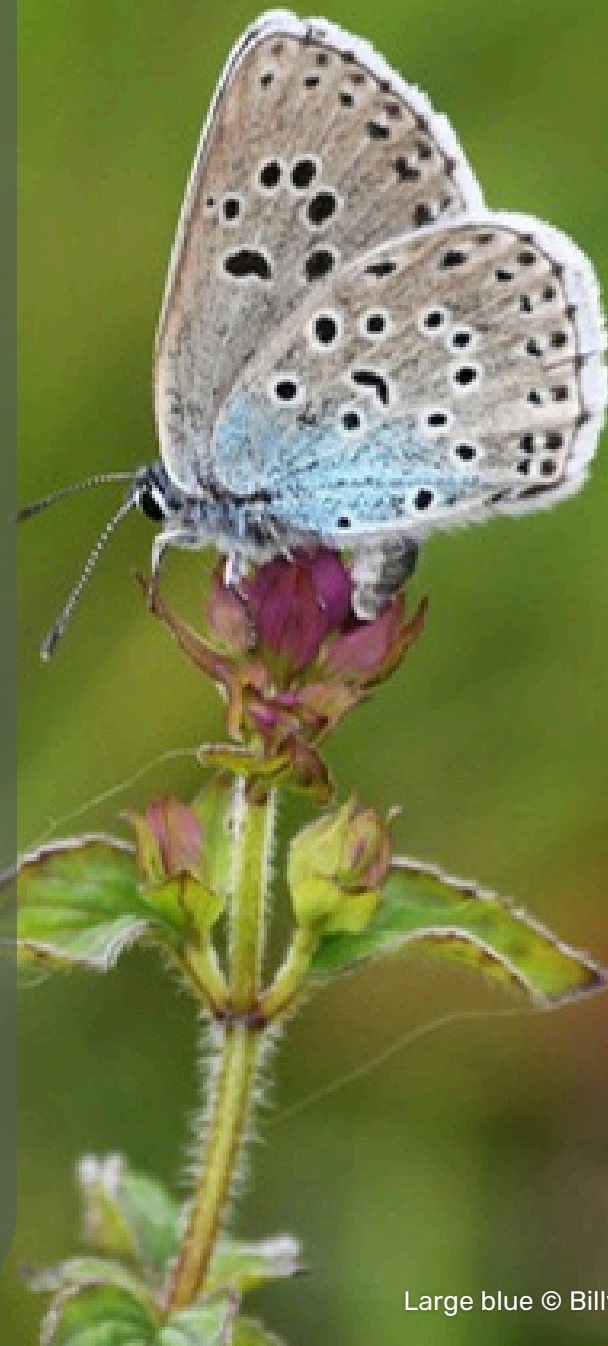
This is one of four closely aligned programmes that work to deliver the land use change required to achieve GWT's 2030 aims.

- Wilder Landscapes – Led by the Lead Wilder Landscapes Manager. Responsible for supporting wildlife focused landowners to develop and deliver landscape scale nature recovery projects outside of GWT's owned and managed estate.
- Land Management – Led by the Head of Nature Recovery Zones and responsible for improving, expanding, buffering, and connecting GWT's owned and managed estate within Nature Recovery Zones.
- Ecosystem Recovery – Led by the Head of Landscape Recovery and responsible for developing and implementing projects that restore ecosystem functions and strengthen Gloucestershire's network of wetlands and the broad ecosystem services they provide.
- Regenerative Agriculture – Led by the Lead Farm Advisor. Responsible for supporting farmers to improve productive farmland for wildlife, increasing ecological permeability and reducing artificial inputs.

Gloucestershire Wildlife Trust's 2030 strategy includes a goal of supporting 5,000 ha of farmland to be improved for wildlife and climate resilience. The regenerative agriculture team is responsible for ensuring that this goal is achieved.

The Farm Advisor will undertake a range of activities to engage and provide advice to farmers and landowners, including events, one-to-one advice and demonstration farm visits. The duties will include organising and promoting these activities, ensuring that data and delivering opportunities are captured in-line with GDPR regulations. The role will also support the Lead Farm Advisor to deliver funded projects that aim to enhance the wildlife value of productive farmland through advice and practical work.

Job description





Outline of main activities

- 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.

Job description





Outline of main activities

- 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.

General

- Plan, prioritise and manage workload to ensure duties/processes are completed in a timely and accurate manner, minimising filing backlogs.
- Maintain the Trust's brand and image and raise its profile and influence amongst key decision makers and funders.
- Attend training courses and meetings as required and as agreed with your line manager.
- Be familiar with Trust Policies and Procedures and implement as appropriate.
- Keep Health and Safety matters as the overriding determinant in all circumstances.
- Present a friendly, professional, confident and tidy appearance.
- Carry out other duties from time to time as required by the Lead Farm Advisor and Chief Executive Officer.

Job description



Person Specification

Qualifications

Essential

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

Desirable:

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.

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.





Person Specification

Skills

Essential:

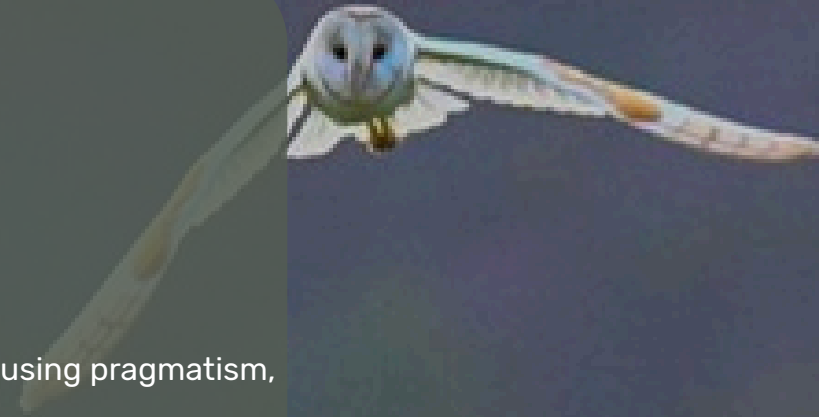
- A confident and skilled communicator able to use discretion and judgement.
- Accomplished relationship management skills, able to deal with difficult conversations using pragmatism, tact and diplomacy.
- Excellent organisational skills, able to effectively prioritise workload with minimum supervision.
- 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

Qualities:

- Self-disciplined, self-motivated and self-confident.
- Empathy with volunteers and their needs.
- Personable and approachable.
- Able to engage confidently and professionally with a diverse array of stakeholders.
- Personal commitment to nature's recovery and sustainable living.
- Dedicated to promoting ecological land use.
- Excellent attention to detail.
- Proactive, highly flexible and comfortable with change.
- A dedicated team worker, who prioritises the wellbeing of colleagues.





Terms of Employment

This is a full time, permanent post (35 hours a week) and is subject to a six-month probationary period. 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.

We offer a rounded benefits package to include life insurance of three times salary, a contributory pension scheme with generous employer contributions and an employee assistance programme. 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 as well as two volunteering days. Other discounts and benefits are available too.

Our office facilities are at Robinswood Hill Country Park in Gloucester. Hybrid working arrangements are available subject to discussion with your line manager.

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 are undertaken, including providing 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.

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.





Gloucestershire
Wildlife Trust

How to apply

If you feel you have the necessary skills and experience to be successful in this role, please send your applications to hr@gloucestershirewildlifetrust.co.uk .

Closing date: Monday, 22nd September 2025.

Interview Date: Tuesday, 30th September 2025

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

