



Gloucestershire
Wildlife Trust

Farm with Nature Officer

Ready to Grow with Nature? Join Us!

Job Title: Farm with Nature Officer

Job purpose: To encourage farmers to adopt regenerative agriculture and other wildlife-friendly practices through provision of advice, skills and knowledge-sharing events, and to support access to nature friendly farming finance.

Salary: £24,500 - £26,000 depending on experience.

Term: Full-time, Permanent.

Responsible to: Lead Farm Advisor

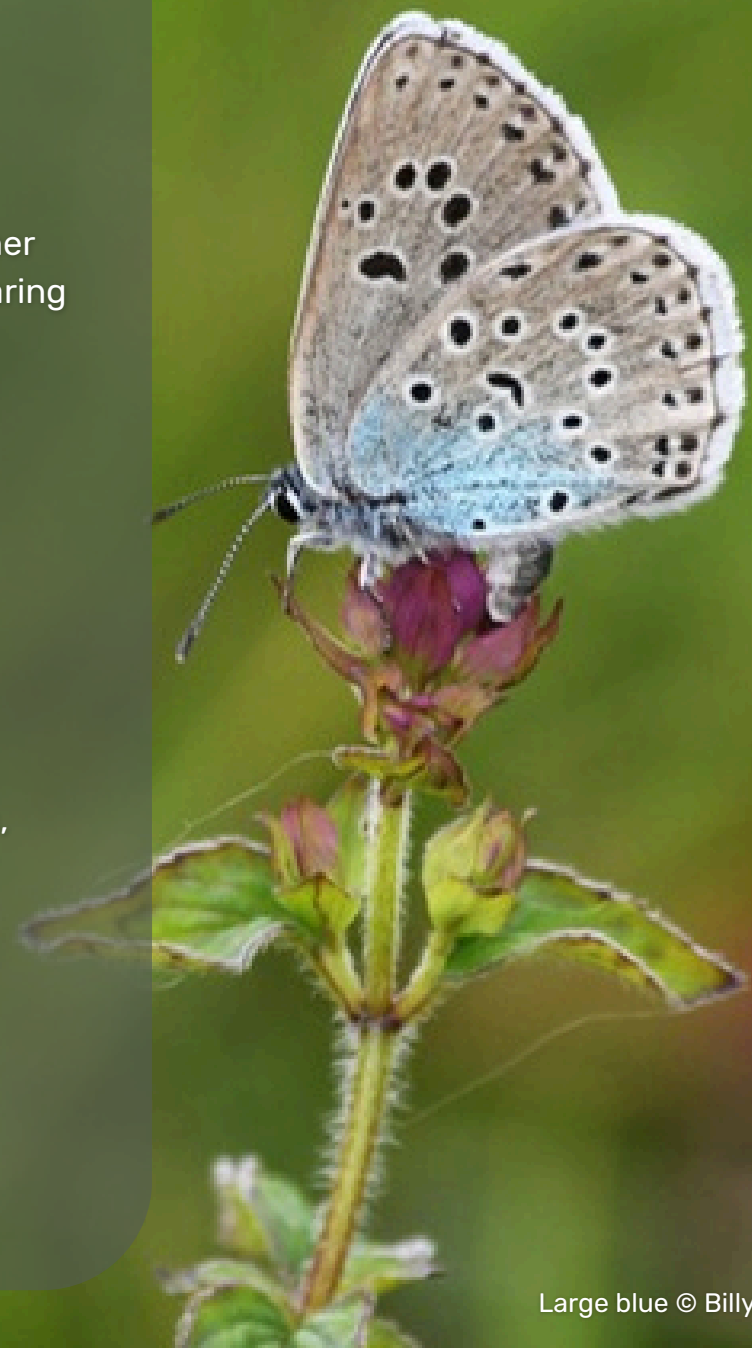
Responsible for: Volunteers

Liaison with: Farmers, Wilder Landscapes Manager, Wilder Landscapes Advisors, Communications Officer, Digital Communications Officer, Citizen Science and Evidence Officer, Habimap Officer, GIS Officer, Land Management Officers.

Closing date: Monday, 22nd September 2025.

Interviews: Tuesday, 30th September 2025.

Job description



Large blue © Billy Heaney



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.

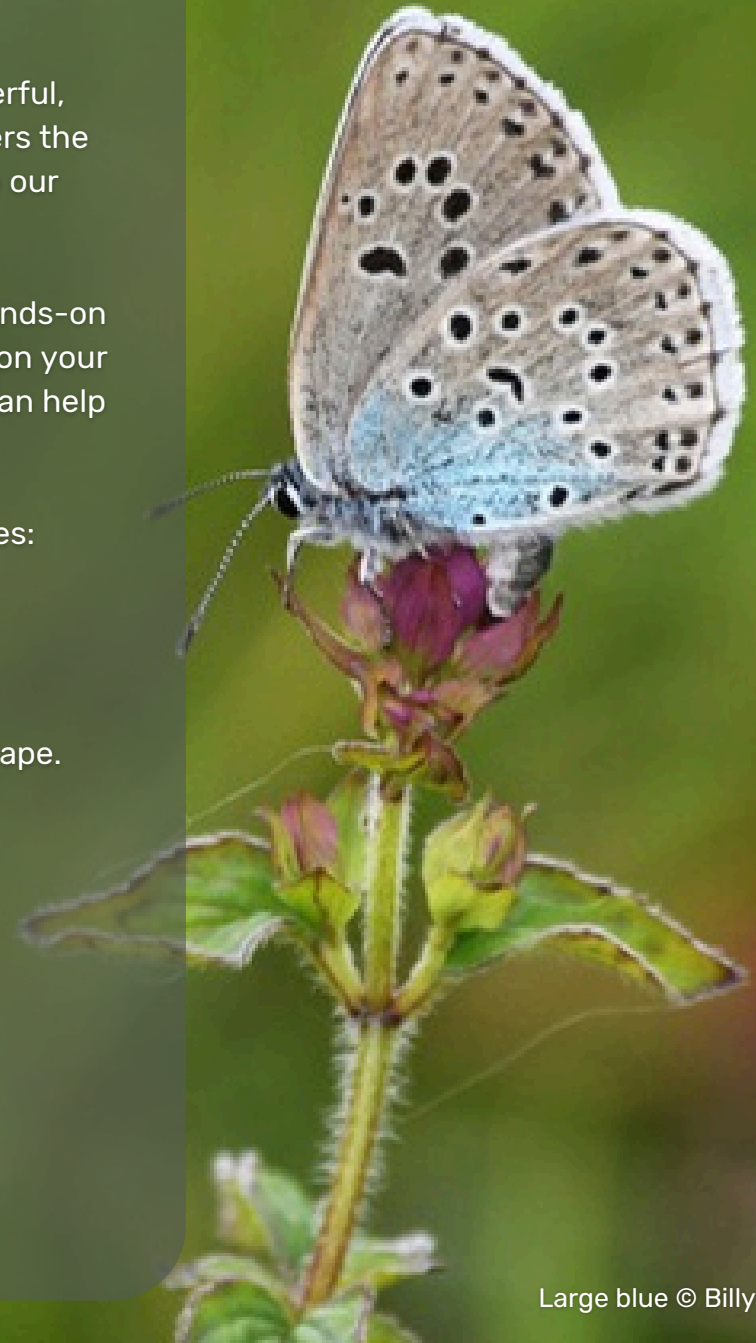
That's why we work with local communities and partners, using evidence and our hands-on experience, to work in the service of people and wildlife. Whether it's a small project on your street or a big one across the landscape, we believe that every action, big or small, can help shape a brighter, wilder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

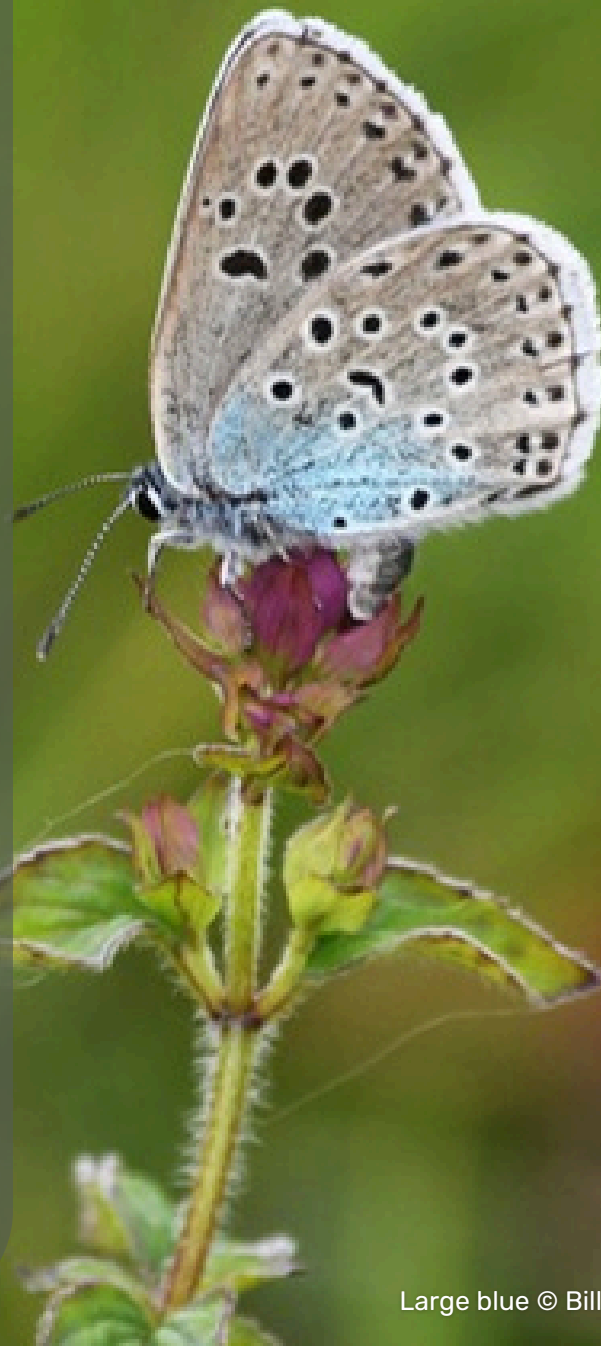
This role sits within the Landscape Recovery Team, supporting work to engage farmers and encourage them to adopt practices, such as regenerative agriculture, that improve the wildlife value of productive farmland.

The Farm with Nature Officer will undertake a range of activities to engage and provide advice to farmers and landowners, including farm habitat surveys, events, 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.

Outline of main responsibilities

- Organise and promote events to engage farmers with wildlife friendly farming practices, such as regenerative agriculture.
- Support the advice service to farmers and landowners with respect to agri-environment schemes including the Sustainable Farming Incentive (SFI) and Countryside Stewardship Higher Tier (CSHT).
- Liaise with farmers, key farming stakeholders, and other relevant NGOs ensuring good relations are maintained.
- Support the delivery of funded projects that require farm engagement.
- 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.
- Support the development of wildlife friendly farming projects, including contributing to writing and submitting funding bids.

Job description





Outline of main activities

- Produce detailed and bespoke land and farm management plans and maps using GIS.
- Keep informed of all the various land and farm financial support mechanisms including the SFI and CSHT.
- 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/worked experience in environmental discipline e.g. countryside management, ecology, conservation, agriculture.

Experience and knowledge

Essential

- Some experience with engaging farmers and landowners.
- An awareness of the government support schemes that support wildlife friendly farming.
- Experienced in ecological surveys and monitoring, particularly habitat surveys.
- Experienced in communicating positively with a variety of external stakeholders

GIS and mapping experience.

Desirable

- Experience with organising and promoting events
- Experience with organising and leading volunteer activities
- Knowledge of natural capital and ecosystem services.
- Experience in writing or supporting funding bids.
- Habitat management skills especially of grassland and woodland habitats.

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
- GIS skills





Person Specification

- Proficient in main Microsoft Office programmes.
- High quality written skills, including report writing to convey complex information.
- Habitat survey skills.
- A current, full, clean driving licence.

Desirable

- 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.





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.





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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.

Interviews: Tuesday, 30th September 2025.

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

