

Conservation Grazing Manager

Exciting opportunity for an ambitious person to make a real difference for nature!

Job Title: Conservation Grazing Manager

Salary: £31,190 – £36,761 per annum (based on experience)

Term: Permanent Position, Full-time

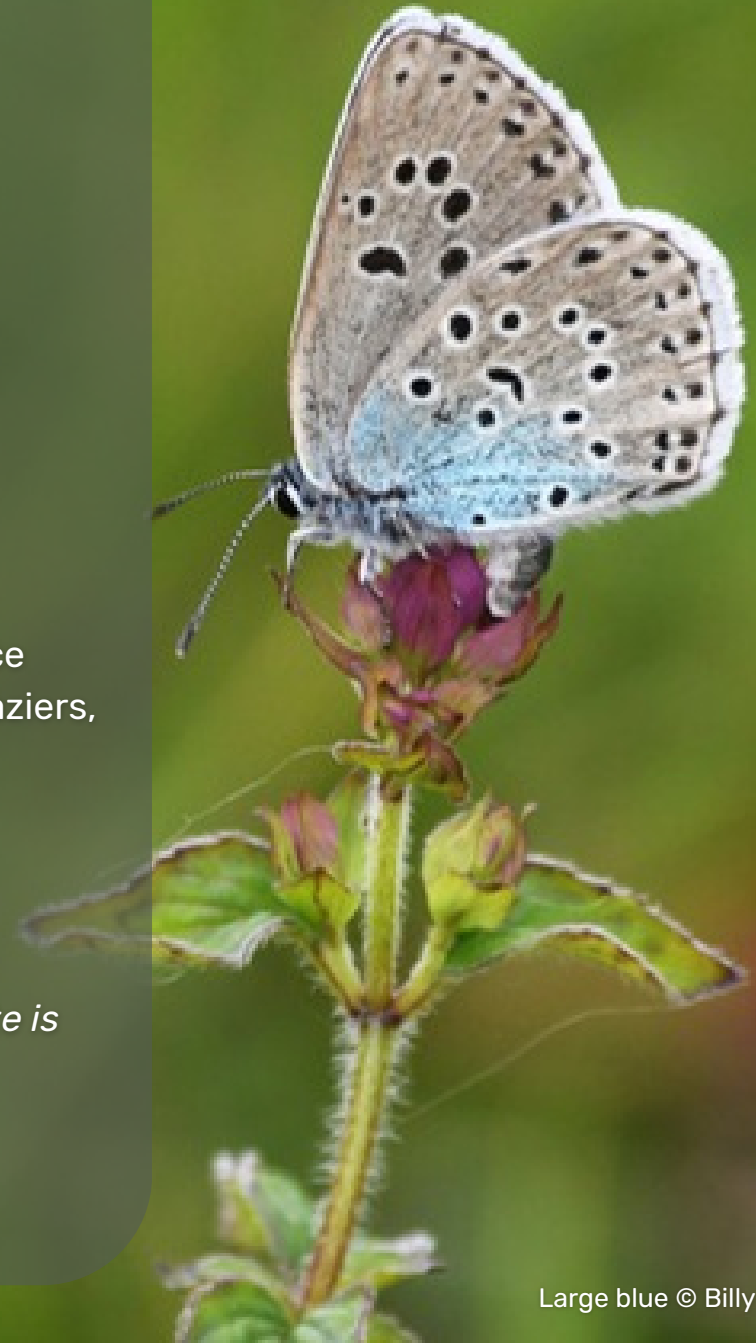
Responsible to: Lead Land Manager West

Liaison with: Other members of the Nature Recovery Zones Team, Evidence Team, Engagement and Fundraising Team, Facilities Team, volunteers, graziers, partners, and neighbouring landowners

Closing date: Monday, 24th November 2025.

We reserve the right to close this vacancy early if a suitable candidate is found before the advertised closing date.

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.

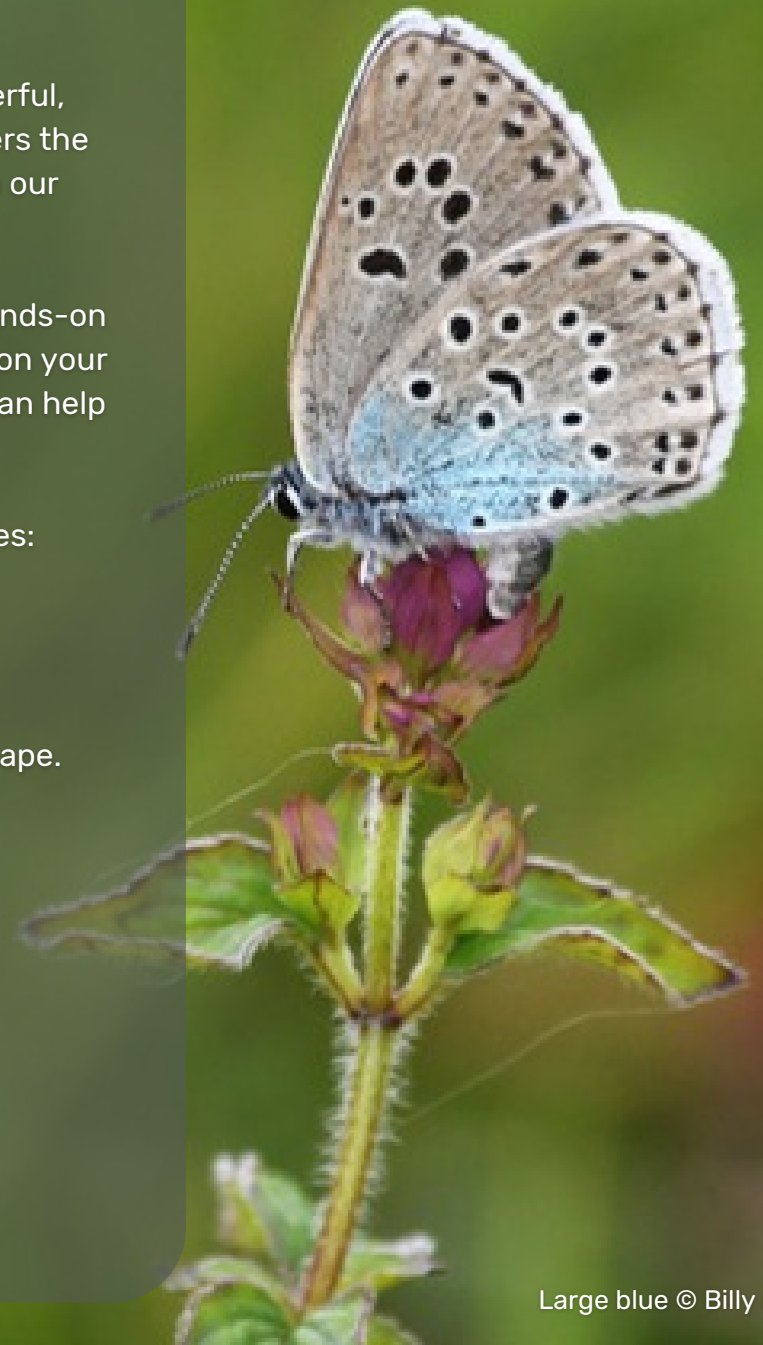
That's why we work with local communities and partners, using evidence and our hands-on experience, to work in the service of people and wildlife. Whether it's a small project on your street or a big one across the landscape, we believe that every action, big or small, can help shape a brighter, wilder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

We are looking for an experienced, dynamic, and organised person to lead on the conservation grazing across our nature reserves in Gloucestershire. The role will require managing our native-breed cattle, ponies and sheep to provide the best outcomes for habitats and wildlife while ensuring an excellent standard of animal welfare. The trust currently owns a small herd of Highland cattle and Exmoor ponies, in addition to a small flock of primitive sheep. There is potential to expand grazing operations to increase our delivery of natural process led solutions. The successful candidate will be joining the Nature Recovery Zone team as the trust looks to take on additional land that will require management through grazing.

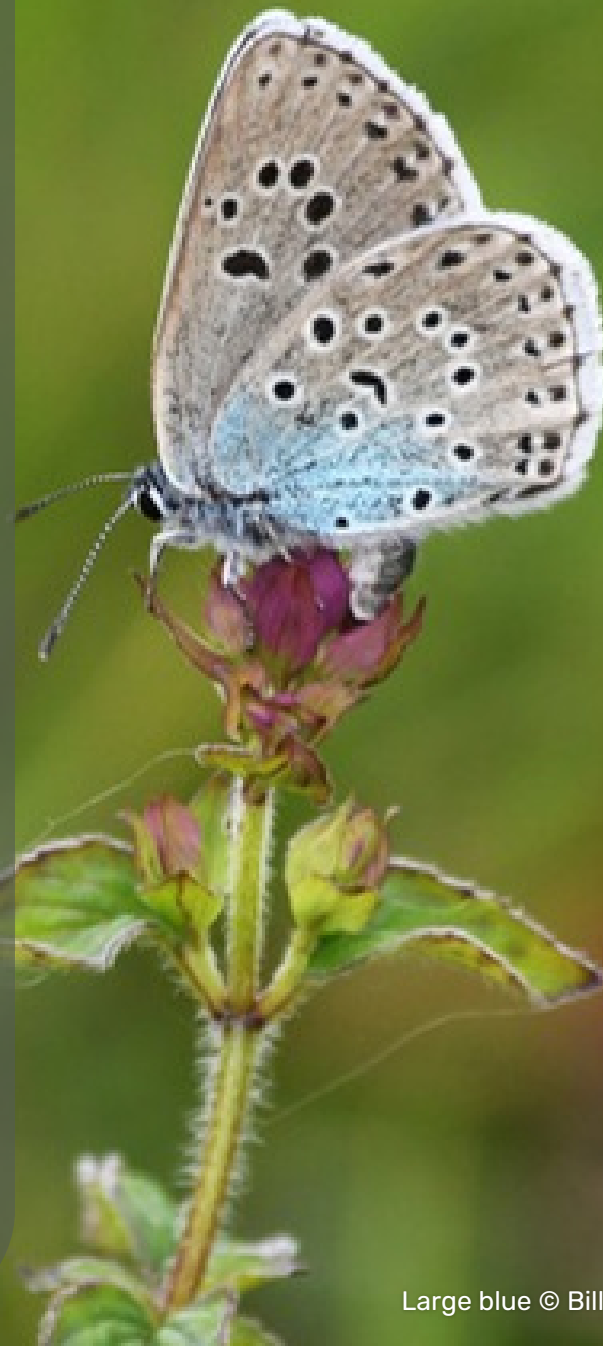
This is an exciting and varied role that presents a fantastic opportunity for an ambitious person to make a real difference for nature. The successful candidate will drive forward and develop our conservation grazing vision and objectives to help restore nature across our reserves and Nature Recovery Zones.

To make a success of this opportunity, you will need to be a capable livestock manager with a good understanding of nature conservation principles and ecology. You will be able to use this knowledge to deliver the best possible outcomes for habitats and species through conservation grazing, while maintaining a high standard of animal welfare and livestock administration.

Essential Skills, Knowledge and Experience:

- High level of knowledge in cattle, sheep and pony husbandry, with experience in decision making and acting on animal health and welfare issues.
- Good knowledge and experience of preventing and treating common livestock ailments.
- Understanding of notifiable diseases, biosecurity and disease prevention protocols.
- Good knowledge of nutritional requirements for livestock and experienced at assessing and monitoring body condition.
- Experience of maintaining all legal record keeping requirements for livestock.

Job description





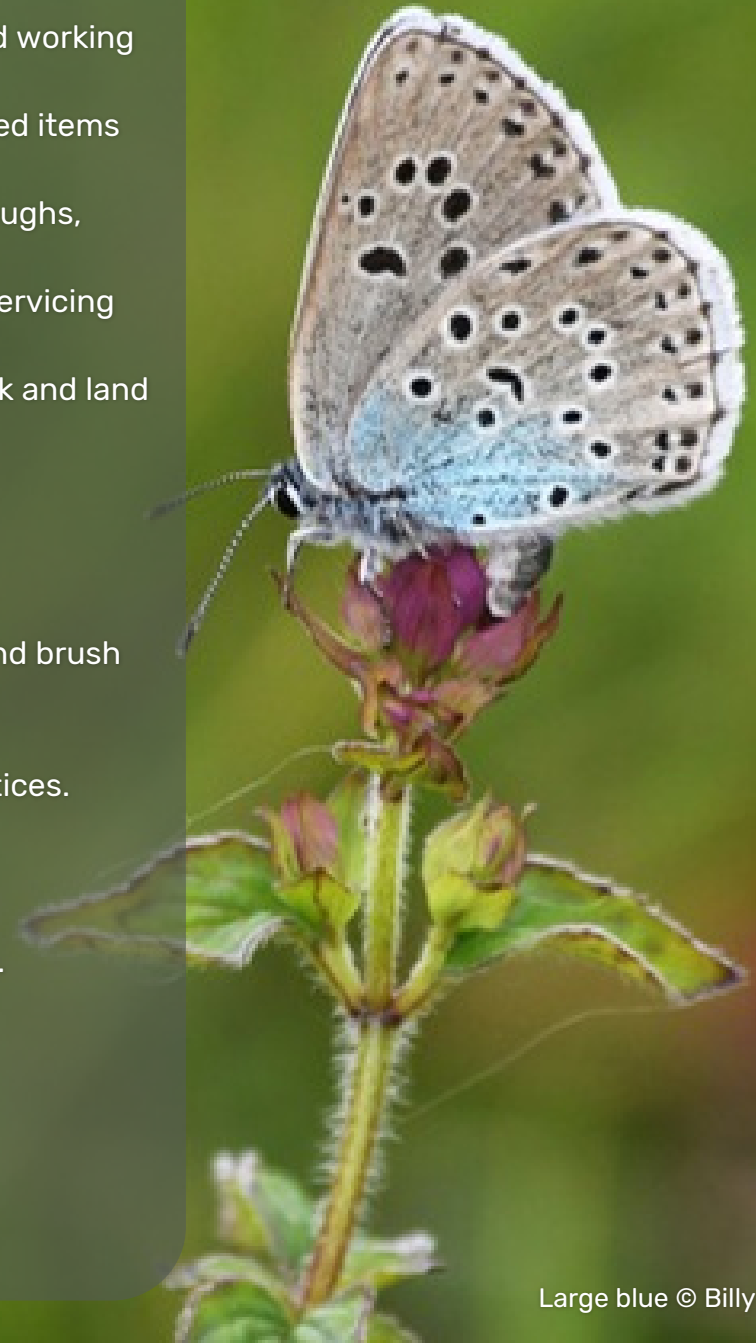
Introduction to the role

- Relevant ecological knowledge relating to grazing as a habitat management tool and working to conservation objectives.
- Experience with 4x4 off road driving, towing trailers with livestock, and other trailered items such as water bowsers and mobile handling systems.
- Practical experience of installing and maintaining livestock fencing, gates, water troughs, handling pens and agricultural buildings to a high standard.
- Competent and trained to operate agricultural machinery with good maintenance, servicing and record keeping.
- Knowledge and understanding of the health, safety and welfare applying to livestock and land management activities (e.g. risk assessments).

Desirable, Skills Knowledge and Experience:

- Qualification in agriculture, ecology, or countryside management.
- Experience and formal training in practical land management tools (e.g. chainsaw and brush cutter).
- Experience working with volunteers and community groups.
- Experience working with graziers and land owners and nature friendly farming practices.
- Knowledge of agri-environment schemes and other applicable funding.
- Experience with managing and overseeing contractors.
- Experience of working within pre-agreed budgets.
- Ability to contribute to producing, reviewing and updating management documents.
- Experience of ecological surveys and monitoring.

Job description





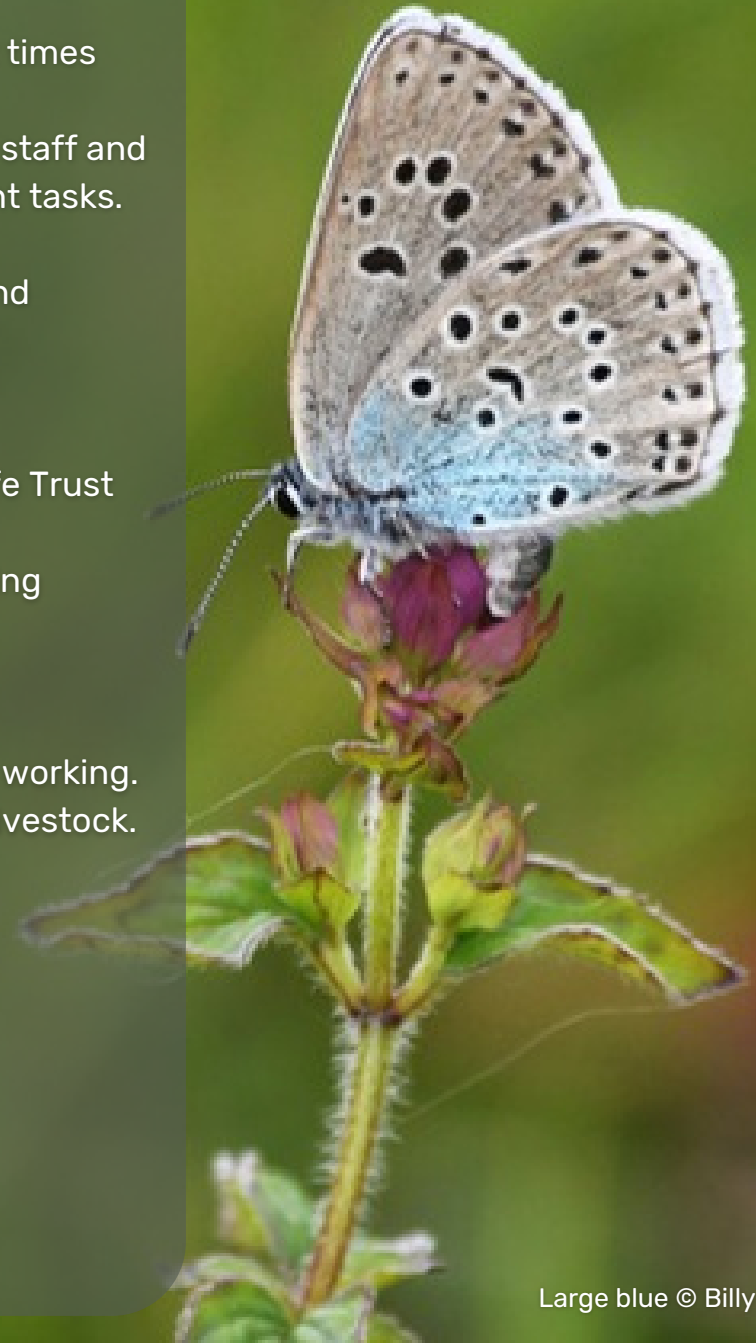
Person Specification

- A dynamic, positive and can do attitude will be essential for this role which at times will be challenging and physically demanding.
- Work constructively, proactively and professionally as part of a team, leading staff and volunteers with livestock related matters and assisting with land management tasks.
- Good communicator with staff, volunteers and public, with a good ability to communicate information about conservation grazing and train other staff and volunteers.
- Well organised and timely with good record keeping and administration skills.
- Work respectfully, with compassion and empathy with all livestock.
- Work collaboratively across all departments and within Gloucestershire Wildlife Trust and external partners.
- Ability to identify and employ innovative technology and methods for managing livestock.

Additional information:

- This role will require working in a remote and rural locations with regular lone working.
- This role is physically demanding and will involve working with and handling livestock.
- A full driving licence is required for this role.

Job description





Terms of Employment

This is a permanent position (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 including forming part of a weekend rota for livestock cover 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 .

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

