



Wilder Somerset

2030



**JOB DESCRIPTION:
Farm Cluster Facilitator**



About Somerset Wildlife Trust

Somerset Wildlife Trust is a local independent charity and the only organisation uniquely focused on improving the natural environment of Somerset for the benefit of wildlife and people. We champion Somerset's stunning, diverse, and important natural environment, making the case for nature to the public and politicians. We protect wildlife and lead the recovery of the environment by example, including on our nature reserves.

Somerset Wildlife Trust is one of 46 Wildlife Trusts across Britain which together with the *Royal Society of Wildlife Trusts* collectively form *The Wildlife Trusts*. We are the biggest charity movement in the UK working solely for nature and we believe that restoring nature on a landscape scale is essential for tackling climate change and biodiversity loss.

The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our new strategy, '[Wilder Somerset 2030](#)' is delivered with both at its core. We recognise that people are part of the solution and everyone has a role to play in restoring nature and averting the worst of the climate change. Research suggests that if 1 in 4 people in society take action then social tipping points can be achieved and widespread positive change can happen. This underpins one of our key strategic goals and Team Wilder is our delivery approach to inspiring and empowering others to help nature recover.

Our New Vision

To deliver a Somerset wide nature recovery network creating more space for wildlife, benefiting everyone, and playing its part in helping us reverse biodiversity loss and tackle the climate crisis.

Our New Mission

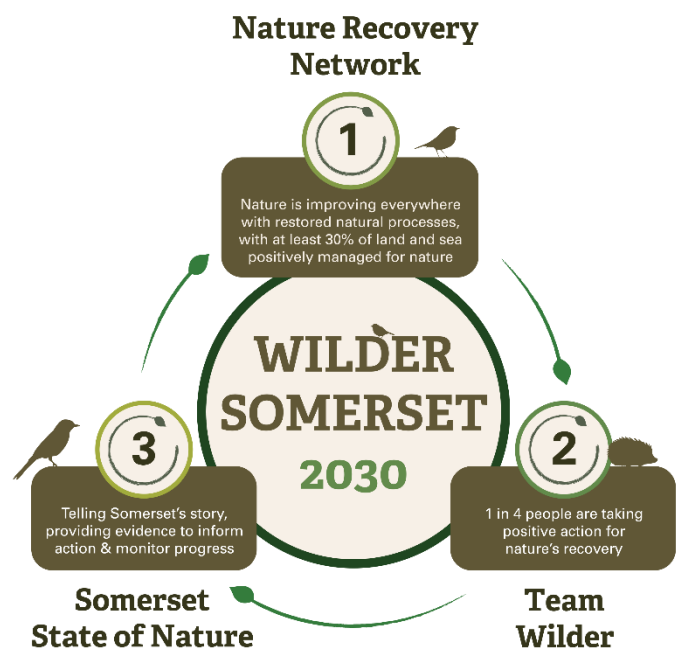
To champion the change needed to rebalance our relationship with wildlife and the natural world.

Our Goals for 2030:

To ensure that nature is improving across the county, supported by restored natural processes, and is connected and protected through a Nature Recovery Network, with at least 30% of land and sea managed positively for nature.

For nature to be valued and protected by everyone, building a movement with at least 1 in 4 people taking action for nature's recovery across Somerset.

By 2030 to tell the story of nature's recovery in Somerset through a shared, live online State of Nature tool that monitors progress and informs action.



Job Title	Farm Cluster Facilitator
Grade	Specialist Level 2
Reports To	Land Management Adviser
Team	Nature Recovery
Responsible for	
Job Purpose	To work with the Mendip Hills Facilitation Group to deliver conservation objectives and Countryside Stewardship priorities within the Mendip Hills. To enable the development of new farm cluster groups as part of Somerset Wildlife Trust Somerset new 2030 vision including work on wetland landscapes in the county.
Position	22.5 hrs per week (0.6 FTE) fixed term contract until October 2022
Working Relationships	Internal: Land Management Adviser, Nature Based Solutions Manager, Head of Nature Recovery, Senior Leadership Team, Somerset Environmental Records Centre.
	External: Farmers and landowners, local industry, local communities, SWT members, suppliers and other stakeholders.

Job Description – Key Responsibilities and Tasks

In this role you will:

- Undertake the day-to-day running of the Mendip Hills Facilitation Group project, including management of the project budget and submission of quarterly grant claims, reports and monitoring to the Rural Payments Agency. Continue the coordination of the Mendip Hills Facilitation Group, providing regular updates to all members as well as acting as the main point of contact for group members, NE staff and other stakeholders.
- With the Land Management Advisor establish new farm cluster pilots that will inspire and enable land managers to engage in habitat restoration including delivery of wetland nature recovery networks and floodplain reconnection.
- Provide expertise on the restoration of Nature Recovery Networks, agri-environment scheme outcomes and nature-based solutions.
- Plan and deliver a tailored training programme of workshops and onsite-demonstrations that cover a variety of work areas including delivering agri-environmental scheme outcomes for SSSIs, priority habitats, as well as priority species and landscape features.
- Support farm cluster members with the data and guidance needed to complete new agri-environment scheme applications and access other funding streams available for the restoration of nature recovery networks and the delivery of nature-based solutions.
- Undertake and facilitate targeted habitat and species surveying within the farm cluster areas.
- Provide conservation management advice to landowners, including completion of habitat mapping work using ArcGIS, in compliance with the Trust's processes.
- Facilitate sharing of expertise within the farm clusters as well as identifying other sites and experts to demonstrate best practice.

- Facilitate collaborative planning and cooperative commissioning of capital work within the farm cluster membership.
- Build capacity within the group to ensure agri-environment scheme outcomes are delivered in the long term, including identification of new farmer advocates.
- Promote success of the farm clusters through events, press releases and social media.
- Work closely with other key members of staff to ensure integration of the project within the work of Somerset Wildlife Trust.
- Support development and delivery of SWT's own approach to reducing environmental impacts and carbon reduction.
- The job holder is required to follow and comply with all policies and procedures of the Trust which includes the Trusts Health and Safety procedures in the workplace, ensuring the personal safety and the safeguarding of the interests and safety of all staff, trainees, visitors and others at the Trust.
- Undertake a wide range of complex, technical and professional tasks in differing situations, with a degree of personal responsibility and autonomy. It is important to be able to work both alone and as a member of the team.
- Travel will be required across the county. A valid full UK driving licence and use of own car is essential, as public transport is not always available.

General

- All staff are ambassadors for the organisation both internally and externally and are expected to always act in a professional manner. They are required to abide by organisational rules, policies and procedures as laid down in the staff handbook, adopt environmentally friendly working practices set, and maintain high personal standards of efficiency and customer care and foster a 'can do' culture based on ownership, initiative, teamwork, and exchange of information.
- The postholder is required to follow and comply with the Trust's Health and Safety, and Safeguarding procedures, ensuring the personal safety of all staff, volunteers, young people and vulnerable adults involved with the Trust.
- The postholder is required to uphold the working values and expectations of the Somerset Wildlife Trust.
- For SWT to work effectively, you may be required to assist with other areas of work and, therefore, you should be prepared to undertake other duties appropriate to the post, as delegated by your line manager.
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PERSON SPECIFICATION

To succeed in this role you will need to demonstrate:

	<i>Essentials</i>	<i>Desirables</i>
Qualifications	Degree level qualification or equivalent work experience in an ecological and conservation/farming related discipline.	
Experience/Knowledge	<p>Minimum of two years' experience of habitat survey and working with landowners and managers on nature conservation advice.</p> <p>Experience of practical management of grassland, woodland and wetland habitats.</p> <p>Experience of working on projects with multiple stakeholders.</p> <p>Experience of working at a landscape scale with a strong understanding of Nature Recovery Networks and landscape ecology.</p> <p>Experience of delivering workshops and training events.</p> <p>Experience of managing and reporting on projects.</p> <p>Knowledge of current agri-environment schemes</p> <p>Knowledge of the issues and pressures affecting farmers, foresters and land managers</p> <p>Knowledge of the environmental implications of farming on peat soils</p>	<p>Practical involvement with agricultural business management.</p> <p>Familiar with the Mendip Hills and the Somerset Levels and Moors and the land management challenges for each area.</p> <p>Experience of farming or land management in a managed wetland landscape.</p> <p>Knowledge of the expected impacts of climate change on the Mendip Hills and the Somerset Levels and Moors and of the principles of climate adaptation in these areas.</p> <p>Knowledge of Integrated Habitat Survey techniques</p> <p>Knowledge of community land trusts and the facilitation of land swaps or transactions</p> <p>Knowledge of regenerative farming techniques</p>
Skills	<p>Good communication, negotiation, facilitation and diplomacy skills, with an ability to enthuse, motivate and support landowners</p> <p>Ability to interpret and summarise complex information.</p>	

	<p>Proficient in Microsoft Office suite and competent in system management</p> <p>Proficient in the use of GIS (ArcMap in particular)</p>	
Attributes	<p>Excellent interpersonal skills – effective and inspiring communicator.</p> <p>Innovative, resilient under pressure and self-motivated – a solution seeker.</p> <p>Confident but with tact and diplomacy.</p> <p>Confident in taking on new and unfamiliar areas of work.</p> <p>Able to work as part of a team and on own initiative.</p> <p>Good time management and able to work to tight deadlines.</p> <p>Flexibility in working pattern, hours, and location.</p> <p>Commitment to the aims of the Wildlife Trust movement.</p> <p>Passionate about wildlife and about Somerset’s landscapes.</p>	



SOMERSET WILDLIFE TRUST’S WORKING VALUES AND EXPECTATIONS

Developing Somerset Wildlife Trust

To deliver our Wilder Somerset 2030 plan we, Somerset Wildlife Trust, will need to build our charity, be clear in our priorities and ensure our own actions support our aims. We have a new set of Values that will inform all our decision-making and actions to bring about nature’s recovery across Somerset.

- We are passionate about nature.
- We believe everyone can make a contribution to nature’s recovery.

- We love Somerset - its amazing wildlife and its communities.
- We are confident and brave in standing up for nature.
- We encourage innovative thinking and action for nature's recovery.

To deliver our strategy we will:

- Support, inspire and enable others to act while leading by example.
- Develop a Climate and Environment Strategy that delivers on our own environmental commitments within the Trust covering all areas of our operation and land use including procurement, utilities, facilities, and transport to achieve carbon neutrality by 2030.
- Use our resources efficiently and effectively, harnessing the diversity, talent and commitment of our staff and supporters.
- Expand our supporter base and sources of income, including through embracing new opportunities to generate income streams that are compatible with our strategic goals and maintain financial stability.
- Embrace new ways to grow our impact and reach, with a particular focus on expanding our digital knowledge and experience.

