



Somerset
Wildlife Trust



Wilder Somerset

2030



More space for nature where wildlife thrives
with more people on nature's side

**Job description:
Senior Land Adviser**



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.



About the post

We are looking for an experienced Land Management Adviser to oversee the provision of land management advice and support which will deliver SWT's goals for 2030 across Somerset by:

- Proactively developing relationships and projects with a range of landowners and communities.
- Working closely alongside our Nature Recovery and Sales Consultancy Teams.
- Growing the skills base within the Somerset Wildlife Trust.

Job Title	Senior Land Adviser
Grade	Manager Level 3
Reports To	Head of Nature Recovery
Team	Nature Recovery Team.
Job Purpose	<p>We are looking for an experienced land management adviser to oversee the provision of land management advice and support which will deliver SWT's goals for 2030 across Somerset through:</p> <ul style="list-style-type: none">• Proactively developing relationships and projects with a range of landowners and communities that enables land management which stimulates nature's recovery, maximises nature-based solutions provision, develops new avenues of sustainable farming systems, and secures a long-term economic future for land managers and farmers committing to nature recovery.• Working closely alongside our nature recovery and sales consultancy teams identifying opportunities to fund the delivery of land management advice through emerging funding mechanisms such as Environmental Land Management Scheme, Biodiversity Net Gain and carbon sequestration, alongside identifying, enabling and delivering commercial opportunities.• Growing the skills base within Somerset Wildlife Trust and work closely with our commercial arm Somerset Wildlife Trust Consultancy and the Somerset Environmental Records Centre to ensure that we can provide a range of basic, standard and bespoke land management advisory service across the Trust.
Position	<p>Full Time – 37.5 hours per week</p> <p>Permanent contract. The position may include some weekend and evening work.</p> <p>Based at one of our three main offices across Somerset with hybrid opportunities for home working.</p>

Working Relationships	<p>Internal: Director for Natures Recovery, Head of Nature Recovery, Mendip Hills Farm Cluster Facilitator, Mendip Nature Recovery Office, Nature Recovery Manager, Senior Leadership Team, SWTC Sales team, Head of Innovation and Evidence.</p> <p>External: Farmers and landowners, farm advisers, local industry, local communities, SWT members, suppliers and other stakeholders.</p>
Benefits of working for Somerset Wildlife Trust	<p>We offer some fantastic benefits including:</p> <ul style="list-style-type: none"> • 7% employer pension contribution • Life insurance • An annual professional institution subscription • Flexible and agile working • Wellbeing support – EAP, wellbeing champions • Diversity networks through RSWT/TWT • Paid volunteer days • Continuous Professional Development opportunities • Minimum 33 days of holiday (25 annual leave + bank holidays) • Active staff social events <p>The opportunity to make a real and positive difference to nature, communities and the climate</p>

Job Description – Key Responsibilities and Tasks

Leadership & Management:

The Senior Land Adviser will support the Nature Recovery Team by supervising and line managing the Mendip Hills Farm Facilitation Co-Ordinator and Mendip Landscape Recovery Officer by:

- Ensuring they deliver smooth coordination of the day-to-day running of the programmes.
- Managing the project budget and submission of quarterly grant claims
- Preparing and writing reports
- Overseeing the monitoring of the Rural Payments Supervise Agency.

Responsibility 1: Conservation Management

Share knowledge and expertise by:

- Providing conservation management advice and building strong relationships with a range of landowners and farm advisers, by understanding farming and forestry and integrating SWT nature recovery advice within those systems.
- Providing expertise on the restoration of land and creation of habitats to support the Local Nature Recovery Network, Agri-environment scheme outcomes and nature-based solutions.

Responsibility 2: Building Relationships with the Land Owning/ Management Community.

Be proactive and nurture strong relationships by:

- Leading on the development of new farm cluster pilots and other group relationships that will inspire and enable land managers to engage in habitat management, restoration and creation. Including delivery of wetland nature recovery networks and floodplain reconnection.
- Building a whole farm approach in the protection and expansion of Local Wildlife Sites
- In co-ordination with SWTC Sales team identifying and where agreed undertaking and facilitating targeted habitat and species surveying as part of project development and providing detailed management advisory reports and project programmes enabling nature recovery.
- Bringing in specialist farming knowledge to the Trust.
- Supporting the transition of Somerset farming enterprises where the delivery of natural capital is considered alongside traditional food and fiber production.

Responsibility 3: Growing the SWT Land Management Advisory Service

Provide leadership and grasp opportunities to grow the SWT service by:

- Proactively seeking and developing projects and funding regimes that will support the continued funding and expansion of a SWT Land Management Advisory Service including (but not limited by): developing new Landscape Recovery Applications; undertaking Countryside Stewardship applications and management plans; developing services that support nature-based solutions (e.g. nutrient mitigations); etc..
- Planning and delivering as required tailored training programme of workshops and onsite-demonstrations that cover a variety of work areas including delivering nature-based solutions, nature friendly farming and agri-environmental scheme outcomes for landholders including work on SSSIs, priority habitats, as well as priority species and landscapes.

General

- The job holder is required to follow and comply with all policies and procedures of Somerset Wildlife Trust which includes our health and safety and safeguarding procedures, ensuring the personal safety of all staff, volunteers, young people and vulnerable adults involved in the project.
- To carry out other duties relevant to your post as reasonably required by your line manager.
- Travel will be required across the county. A driving licence and use of own car is essential, as public transport is not always available.
- To reflect the Somerset Wildlife Trust Values all areas of work.
- To work collaboratively with other Wildlife Trusts to share learning and achieve greater impact collectively.
- Somerset Wildlife Trust is committed to creating a more digital culture across the organisation. We aim to become more collaborative, agile and efficient through the use of digital technology. A basic level of digital skills is expected of all staff with the opportunity to improve these skills with career progression. Somerset Wildlife Trust has an Equality, Diversity and Inclusion Plan and is committed to continuing to improve the equality, diversity and inclusion of every aspect of our work; we know we need to engage with everyone to live our Values and achieve our goals. We welcome applications from everyone and are happy to discuss any accommodation or arrangements that would make the recruitment process better for you, and the working environment should you be employed.



PERSON SPECIFICATION

To succeed in this role you will need to demonstrate:

	<i>Essentials</i>	<i>Desirables</i>
Qualifications	<p>Degree level qualification or equivalent work experience in an ecological and conservation/farming related discipline.</p> <p>Must have a valid full UK driving license.</p>	<p>BASIS (BETA, SLM, SW), FACTS, Project Management (e.g. PRINCE2)</p>
Experience/Knowledge	<p>Minimum of five years' experience of providing farm advice, with a focus on nature recovery.</p> <p>Experience of line management</p> <p>Experience of practical management and creation 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 developing, managing and reporting on projects.</p>	<p>Experience and understanding of income generation and project delivery.</p> <p>Practical involvement with agricultural business management.</p> <p>Familiar with the landscapes of Somerset and the land management challenges for these landscapes.</p>
Skills	<p>Knowledge of farming and land management operations common in somerset.</p> <p>Knowledge of current agri-environment schemes</p> <p>Knowledge of sustainable and nature friendly farming</p>	<p>Proficient in the use of GIS (ArcMap in particular)</p> <p>Proficient at delivering habitat surveys using UK Habs method.</p>

	<p>Knowledge of the issues and pressures affecting farmers, foresters and land managers</p> <p>Able to produce reports for audiences as required.</p> <p>Excellent 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>Attributes</p>	<p>Innovative, resilient under pressure and self-motivated – a solution seeker.</p> <p>Excellent interpersonal skills – effective and inspiring communicator. 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 and 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 contribute 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.

