



Somerset
Wildlife Trust



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Consultancy



Wilder Somerset

2030



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



Job description:
Farm Cluster Facilitator

Somerset Wildlife Trust is a local independent charity with a commercial subsidiary. We are the only organisation uniquely focused on improving the natural environment of Somerset for the benefit of wildlife and people. We protect, and lead the recovery of Somerset’s stunning, diverse, and important natural environment, making the case for nature to the public and politicians.

Somerset Wildlife Trust is one of 46 Wildlife Trusts, and one of 25 Wildlife Trust Consultancies across Britain which together with the Royal Society of Wildlife Trusts collectively form The Wildlife Trusts. We are the biggest 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.

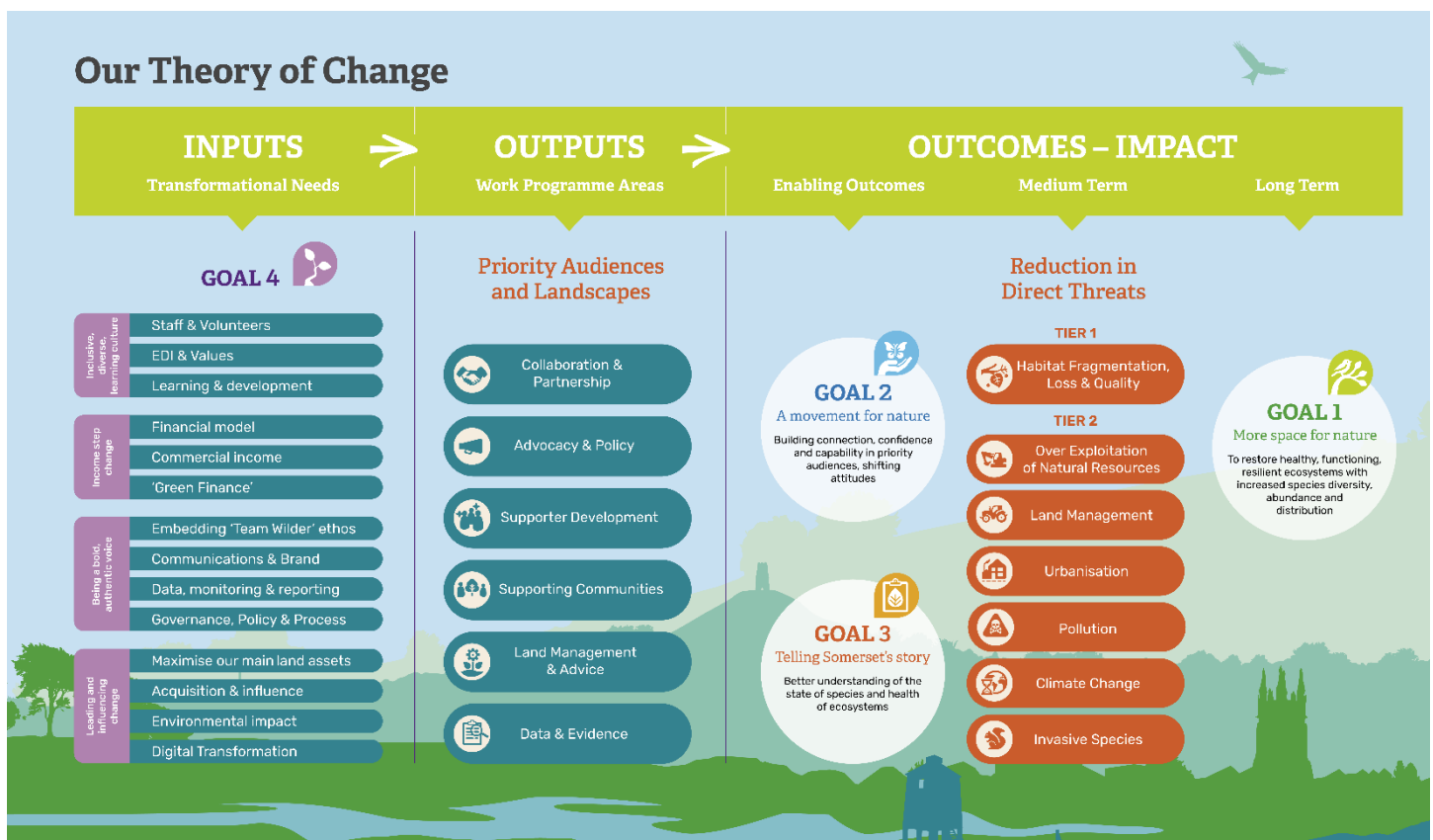
The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our strategy, [‘Wilder Somerset 2030’](#) is delivered with both at its core. We recognise that people are part of the 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.



About the post

Job Title	Land Management Team - Farm Cluster Facilitator
Banding	Band 3
Reports To	Senior Land Adviser
Team	Nature Recovery
Job Purpose	To provide facilitation of the successful Mendip Hills Farm Cluster and work with the cluster members to enable nature recovery and continued sustainable farming. A key focus of the role over the next 2 years will be on expanding the cluster and developing a plan with members to enable entry into a Landscape Recovery project that would secure long-term funding for nature recovery. As a member of the Land Management Advice Team, your role will also be involved in supporting and delivering the required work with farmers, the farming community and other land managers to encourage nature and climate friendly land management across Somerset. You will support the delivery of nature-based solutions and more nature rich habitat wherever possible.
Position	This is a full-time position, 37.5 hours per week, working from our Callow office with site visits as required. Initially for two years with scope for future extension.
Working Relationships	<p>Internal: Land Management Advisors, Nature Recovery Manager, Head of Nature Recovery, Director for Nature Recovery, Senior Leadership Team, Somerset Environmental Records Centre.</p> <p>External: A range of partners including local government and statutory bodies; developers, Commercial operators, landowners, NGO's, local communities, and volunteers and SWT members</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 assurance • An annual professional institution subscription if applicable • Flexible and agile working • Wellbeing support – EAP, wellbeing champions • Diversity networks through RSWT/TWT • Paid volunteer days • Continuous Professional Development opportunities • 33 days of holiday (25 + bank holidays) • Staff social calendar and events <p>The opportunity to make a real and positive difference to nature, communities and the climate</p>

Job Description – Key Responsibilities and Tasks

This role is to further develop the existing farm cluster to create a long-term sustainable nature recovery network across Mendip and into surrounding landscapes. You will maintain and expand the good reputation within Mendip (farming) communities, the national landscape, and adjoining farm clusters and local authorities. You will develop this network to be one that supports long term investment that enables farmers and land managers to deliver nature recovery and sustainable farming at scale with healthy resources and financial security. The aim is to expand on the existing farm cluster network, and using a phased approach, move land managers to the space to enter ELMS Landscape Recovery within the next three years, thereby supporting delivery of long term 30 x 30 targets to be met by the creation and delivery of ELMS Landscape Recovery schemes in the target landscape.

Responsibility 1: Developing the Farm Cluster over the next three to five years and preparation for ELMS Landscape Recovery delivery by

- Expanding the cluster over the next three years, linking blocks of land to encompass areas of both west and east Mendip.
- Developing the Farm Cluster over the next three to enable applications for a future ELMS Landscape Recovery project. This could be one large scheme or two smaller schemes for east and west Mendip.
- Participating in work to secure future funding options for the Mendip Hills cluster facilitation to continue until ELMS Landscape Recovery scheme is in place.
- Providing expertise on the restoration of Nature Recovery Networks, agri-environment scheme outcomes, and nature-based solutions.
- Building capacity within the group to ensure agri-environment scheme outcomes are delivered in the long term, including identification of new farmer advocates in target areas.
- Delivering the primary goals of the farm cluster to; regenerating soils, ecological connectivity, sustainable land management to support nature and climate, thriving and vibrant local economy facilitating essential services.
- Promoting success of farm clusters through events, press releases and social media.
- Working closely with other key members of staff to ensure integration of the project within the work of Somerset Wildlife Trust.

Responsibility 2: Facilitate ongoing group running, project guidance, and a programme of workshops by

- Undertaking the day-to-day running of the Mendip Hills Facilitation Group project: providing coordination of the farm cluster and regular updates to all members as well as acting as the main point of contact for group members, NE staff and other stakeholders.
- Continuing to develop and facilitate a programme of collaborative nature recovery and monitoring programmes, building on the existing Dormouse and grassland restoration projects and training programmes already developed.
- Planning and delivering a tailored training programme of workshops and onsite demonstrations that cover a variety of work areas including delivering agri-environmental scheme outcomes for SSSIs, local wildlife sites and priority habitats, as well as priority species and landscape features.

- Supporting 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.
- Undertaking and facilitating targeted habitat and species surveying within the farm cluster areas, as required.
- Providing conservation management advice to landowners, including completion of habitat mapping work using GIS, in compliance with the Trust's processes.
- Facilitating sharing of expertise within the farm clusters as well as identifying other sites and experts to demonstrate best practice.
- Facilitating collaborative planning and cooperative commissioning of capital work within the farm cluster membership.

Responsibility 3: Connecting the Mendip Hills farm cluster landscape to wider projects, Somerset Wildlife Trust reserves and land holdings by

- Managing existing strong developed relationships, which we want to continue and build on, for both nature recovery targets and for maintaining and expanding a good reputation within Mendip (farming) communities, the national landscape and adjoining farm clusters and local authorities.
- Administering or supporting additional projects in relation to the landscape of members of the Mendip Hills Farm Cluster and working with Somerset Wildlife Trust colleagues to collaborate on delivery in the Mendip Hills area as they arise – e.g.:
 - Soil Health Fund
 - Mendip Dormouse Project phase 3
- Using the cluster as a foundation, develop and implement SWT land acquisition and delivery plan aspirations around our reserves with two well connected large blocks of nature rich land with networks that link to the north towards Bristol/ and east towards Radstock and Norton and east towards Wiltshire.
- Providing liaison within the land advice team to support protection and recovery of the Local Wildlife Site (LWS) network in Mendips.
- Through the farm cluster network supporting targeted delivery of the Mendip Hills National Landscape Nature Recovery plan creating/restoring 78 plus hectares of land outside of statutory protected sites.
- Contributing to the delivery elements of the land management advisory services, supporting the consultancy and specifically the farming and nature-focused proposition for Somerset Wildlife Trust.
- Attending Somerset Wildlife Trust meetings and work groups as required to input work area information, get informed of strategy and goals, and support delivery of Trust wide objectives.

General

- The job holder will 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.

- 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.
- The job holder will support development and delivery of SWT's own approach to reducing environmental impacts and carbon reduction.
- To carry out other duties relevant to your post as reasonably required by your line manager.
- 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 accommodations 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	Degree level qualification in an ecological, conservation or farming discipline (or equivalent work experience in sustainable farming/ farm advice)	Basis membership and completion of courses supportive to the role
Experience	<p>Minimum of a year of experience as a land advisor on nature conservation advice, or as a facilitator relevant to sustainable farming.</p> <p>Experience of habitat survey, practical management of grassland, woodland and wetland habitats.</p> <p>Experience of working on projects with multiple stakeholders, landowners and managers.</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>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>
Knowledge	<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 nature friendly farming or sustainable farming techniques</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 the environmental implications of farming on peat soils</p> <p>Knowledge of regenerative farming techniques</p>
Skills	Good communication, negotiation, facilitation and diplomacy skills, with an ability to enthuse, motivate and support landowners	

	<p>Ability to interpret and summarise complex information.</p> <p>Proficient in Microsoft Office suite and competent in the use of GIS packages</p> <p>Full UK Driving Licence</p>	
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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.

