

Severn Treescapes Trees and Woodland Advisor - Worcestershire

Job Description:	Severn Treescapes Trees and Woodland advisor
Team:	Conservation team
Place of work:	The post will have the option to mix home based and office working from: Worcestershire Wildlife Trust Lower Smite Farm, Smite Hill, Hindlip, Worcester, WR3 8SZ
Responsible to:	Senior Conservation Officer - Planning
Responsible for:	No line management responsibilities
Key relationships (internal)	Head of Conservation, Senior Land Advisor, Natural Networks officers, Wildlife and Farming Officer
Key relationships (external)	Forestry England, Forestry Commission, Woodland Trust, Natural England, Gloucestershire and Herefordshire Wildlife Trusts
Hours:	Fixed Term, full time 35 hours per week
Salary:	£25,000 - £27,000 dependent on experience
Overall job purpose:	To support farmers and landowners to grow more trees.

Worcestershire Wildlife Trust

Worcestershire Wildlife Trust is the county's leading local charity working towards a county rich in wildlife. With the support of our volunteers and members we manage almost 3,000 acres of land for wildlife and people across Worcestershire. We work with other organisations and landowners to protect and connect wildlife sites across the county. We also work with and inspire local communities and young people to care for wildlife where they live. Worcestershire Wildlife Trust is one of 46 Wildlife Trusts working across the UK.

Project overview

The Severn Treescapes project will create a 60-mile north-south corridor (1728km²) across three counties achieving 30% woodland cover by 2035. It uniquely tests woodland creation at scale across productive landscapes, connecting people and nature. The area covers Gloucestershire, Herefordshire and Worcestershire from Lower Wye Valley through Forest of Dean, Leadon Vale and Malvern Hills to the Wyre Forest.

Severn Treescapes connects four nationally important landscapes providing enhanced ecological resilience, multiple ecosystem services and engaging urban and rural communities. It increases tree connectivity across higher grade agricultural areas through hedgerows, woodland belts, traditional orchards, wood pasture, silvopasture, silvoarable and agroforestry. Large-scale broadleaved woodland creation is likely to be on the lower grade marginal land and steeper slopes.

This role will cover the county of Worcestershire, predominately to the west of the River Severn encompassing the Malvern Hills and Chase, Teme Valley and Wyre Forest areas. The role is funded through the Trees Call to Action Fund (developed by DEFRA in partnership with the Forestry Commission and delivered by the Heritage Fund) and through Environment Agency funding.



Main responsibilities/job objectives

To deliver on-farm advice regarding woodland creation and tree planting against the objectives of the Severn Treescapes project: Wye to Wyre, connecting nature and people.

As the Trees and Woodland Advisor, you will engage with landowners and farmers to match tree planting aspirations to available planting sites by promoting woodland expansion and access to both private and public funding schemes.

You will assist landowners and farmers to apply for appropriate woodland creation and management funding schemes e.g., English Woodland Creation Offer.

You will provide a range of targeted outreach activity and events to generate interest among landowners and farmers to apply for grant applications to government funded woodland creation and CS woodland management schemes, BNG and carbon investment.

You will have excellent communication and IT skills, experience of managing budgets and partnership projects, and a sound understanding of both English agriculture, forestry and woodland.

Introductory training to Forestry Commission Woodland grant schemes will be provided at the start.

Job specification/key tasks

- Undertaking direct delivery of advice to farmers, influencing farmers to make behavioural and management changes on their farms
- Co-ordinate, deliver and participate in events to help with the promotion and awareness raising of the core messages
- Prepare and submit monthly progress reports to the project manager to ensure adequate monitoring of the programme
- Contribute to annual reporting schedules
- Responsible for managing project budgets
- Responsible for ensuring we meet time schedules and funding requirements
- Ability to work with a range of landowners, land managers and colleagues to identify the best locations and types of habitat creation and management to help nature's recovery
- Liaison, internally with WWT staff and externally with project partners
- Represent WWT at events and through various media
- Contribute to WWT promotional material and to the website

Technical knowledge

- Working knowledge of the principles and practice of habitat management and creation, and the monitoring of sites
- A good working knowledge of the lowland farming sector, practices and economies
- A good working knowledge of the woodland and forestry sectors, practices and economies.
- A good knowledge of the agricultural and woodland policy framework and land-based funding incentives.



Working conditions

- Contract – full-time, 35 hours per week, until 31st March 2025
- Probationary period of three months, in which time you will be expected to establish your suitability for the post
- WWT operates an employee pension stakeholder scheme for which you will be eligible. 4% minimum employee contribution matched by 8% WWT contribution
- This role will be based at the Trust offices at Lower Smite Farm, Smite Hill, Hindlip, Worcester WR3 8SZ but there will be a need for regular travel across the Severn Treescapes project area (western Worcestershire) with occasional visits to Herefordshire and Gloucestershire for meetings and events.
- The normal working day for WWT is 9am to 5pm (one hour for lunch) Monday to Friday
- Occasional evening and weekend working may be required
- Overtime is not paid but time off in lieu may be taken, where appropriate
- The post-holder will need to be able to drive and have access to their own transport, for which a mileage allowance will be paid at 0.45pence per mile
- The post-holder may be required to assist with other areas of work and therefore should be prepared to undertake other duties appropriate to the post
- The post-holder will abide by WWT’s Health and Safety policies and guidance
- The post-holder will need to have a reasonable level of fitness and mobility and be able to spend a significant amount of time outside, sometimes on difficult terrain
- Holiday entitlement will be based on a full-time allocation of 33 days per year including eight Bank Holidays, one extra day allocated per three years of service to the Trust to a maximum of 38 days including eight Bank Holidays

Person specification

A Knowledge	<i>Essential</i>	<i>Desirable</i>
A thorough understanding of farm systems, both arable and livestock, and other rural land management practices	☑	
Well informed regarding agri-environment and woodland grant schemes	☑	
A good understanding of priority habitats and species and how best to conserve and enhance them	☑	
A good understanding of relevant legislation in respect to nature conservation, agricultural & forestry regulations and health and safety	☑	
A thorough understanding of woodland and forestry management practices and economics.	☑	
Capable of identifying priority woodland habitats and advising on their management/restoration		☑
An understanding of ecosystems services, natural capital and natural processes and their role in future land management schemes		☑



A degree in a relevant or related subject (e.g. ecology, countryside management or agriculture) or relevant experience.	☑	
B Experience	<i>Essential</i>	<i>Desirable</i>
Experience in project management, including budget management and compiling grant claims	☑	
Experience in delivering conservation advice to landowners and land managers on a range of environmental topics.	☑	
Experience in planning practical habitat interventions and managing the delivery of work through coordinating contractors	☑	
Experience of working with a range of stakeholders within a partnership setting	☑	
Experience in preparing countryside stewardship applications		☑
C Skills	<i>Essential</i>	<i>Desirable</i>
Experience using IT software including email, MS Word, PowerPoint, Excel and videoconference apps.	☑	
Time management skills and an ability to prioritise and work under pressure to tight deadlines	☑	
GIS data and mapping skills		☑
First aid certificate		☑
Good organisational skills	☑	
Ability to negotiate and persuade tactfully to secure positive environmental outcomes on farms and other land	☑	
Strong communication skills, both orally and in writing, to a wide range of different audiences	☑	
D Personal	<i>Essential</i>	<i>Desirable</i>
Commitment to nature conservation	☑	
Self-discipline, confidence with an assertive but friendly manner	☑	
Self-starter and goal achiever with the desire to continue to develop skills and knowledge	☑	
A flexible approach to managing a changing workload with a willingness to work occasional weekends and evenings	☑	



**Worcestershire
Wildlife Trust**

A positive and mature approach with integrity, tact and diplomacy	<input checked="" type="checkbox"/>	
Excellent networking skills and the ability to build rapport quickly, and able to work independently and as part of a team	<input checked="" type="checkbox"/>	
A clean driving licence and own vehicle available for business use.	<input checked="" type="checkbox"/>	

Please return your completed application form to
enquiries@worcestershirowildlifetrust.org