

Severn Treescapes Woodland and Wetland advisor

Job description



Overall job purpose	To deliver the outcomes required under the Severn Treescapes programme, a collaborative project to increase tree and woodland cover across the three counties.
Place of work	Worcestershire Wildlife Trust, Lower Smite Farm, Hindlip, WR3 8SZ. However, there will be a need for regular travel across the Severn Treescapes project area (mostly western Worcestershire) with occasional visits to Herefordshire and Gloucestershire for meetings and events.
Hours	Full time (35 hours per week) working 9am – 5pm Monday to Friday with some evening and weekend work as required
Contract Type	Fixed term – until March 2029
Salary	£24,000 – £27,000 per year
Responsible to	Senior Landscape Recovery Officer
Key relationships (internal)	Severn Treescapes Project Manager, Severn Treescapes project team, wider countryside team, Head of Conservation, Treescapes volunteers, Engagement and Communications Coordinator.
Responsible for	Treescapes volunteers, consultants and contractors

About us

We are Worcestershire's leading nature conservation charity, committed to protecting wildlife and the natural environment. We are supported by over 21,000 individual members. Our 40 staff are supported by 500 volunteers who are vital to the delivery of our work. We manage 75+ nature reserves across the county, covering 12.5 square kilometres of land, and provide land management advice across around a quarter of the county. We also work to inspire people to take action for nature and this includes work with schools and young people, communities and local businesses.

Our three goals set out in our strategy to 2030 are:

- Nature in recovery: 30% of land for nature by 2030
- Action for nature: one in four taking action for nature by 2030
- Sustaining our future: more diversity, more funding and carbon zero by 2030

We are one of 46 independent Wildlife Trusts operating across the UK.

We're **Wild About Inclusion**. To us, this means inspiring, empowering and engaging people from all backgrounds, cultures, identities and abilities to change the natural world for the better. It also means cultivating inclusive workspaces that are free from discrimination, where differences are valued and everyone can be themselves and flourish, just like nature! As a Disability Confident Committed employer, we actively welcome applications from disabled candidates. Applicants who meet the minimum requirements required and choose to apply under the scheme will be offered an interview.

Job specification

Role responsibilities

- Deliver farm advice and support regarding woodland creation and other agroforestry against the objectives of the Severn Treescapes and Dead Wood Society projects.
- To support landholders to enter into available schemes for the management and creation of traditional orchards and wood pasture, promoting current and future deadwood habitats.
- Advise on and ensure that wetland and Natural Flood Management (NFM) opportunities are incorporated into habitat mosaics, working collaboratively with the Wildlife and Water Officer.
- 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.
- Assist landholders in applying for appropriate wetland and woodland creation and management funding schemes e.g. English Woodland Creation Offer (EWCO), Countryside Stewardship Higher Tier (CSHT) and Sustainable Farming Incentive (SFI) actions and others.
- Engage and supervise contractors and suppliers to undertake projects involving both woodland and wetland creation.
- Where appropriate, and following liaison with the project manager, you will engage with landholders to sign agreements to use the Severn Treescapes capital funds.
- Engage and supervise contractors and suppliers to undertake a range of activities including supplying trees and guards, planting, fencing, and NFM work.
- Work with the Comms and Engagement Coordinator to provide a range of targeted outreach activities and events to generate interest among landowners and farmers to apply for grant applications to government funded woodland creation and Countryside Stewardship woodland management schemes, including Biodiversity Net Gain (BNG) and carbon investment.

Legal obligations

- Manage activities and volunteers to ensure that all legal (including health and safety and data protection) and contractual obligations (including those with funders) are fully met, working with other staff where appropriate.

Contribute to the overall work of the Trust

- Attend and contribute to team meetings, committees and events as required.
- Deputise for your line manager and colleagues as required.
- Assist with, attend and support Trust events and activities as required.
- Contribute material to support the Trust's communications through its website, publications and other media.
- Present a friendly, professional, competent and tidy personal appearance.

Person specification

Knowledge	<i>Essential</i>	<i>Desirable</i>
A thorough understanding of farm systems, both arable and livestock, and other rural land management practices		X
A thorough understanding of woodland and forestry management practices and economics.		X
Working knowledge of the funding opportunities, principles and practice of traditional orchard management and creation	X	
Knowledge of consents, constraints and opportunities for wetland features and Natural Flood Management	X	
Well informed regarding agri-environment and woodland grant schemes	X	
A good understanding of priority habitats and species and how best to conserve and enhance them	X	
Capable of identifying priority woodland habitats and species and advising on their management/restoration		X
An understanding of ecosystems services, natural capital and natural processes and their role in future land management schemes		X
A degree in a relevant or related subject (e.g. ecology, countryside management or agriculture) or relevant experience	X	
An understanding of evidence and its use in conservation	X	
Experience	<i>Essential</i>	<i>Desirable</i>
Project management, including budget management	X	
Delivering conservation advice to landowners and land managers on a range of environmental topics	X	
Planning practical habitat interventions and managing the delivery of work through coordinating contractors	X	
Working with a range of stakeholders within a partnership setting	X	
Managing and supporting volunteers	X	
Preparing countryside stewardship or EWCO applications		X
Habitat surveys to baseline and monitor sites to demonstrate biodiversity uplift		X
Skills	<i>Essential</i>	<i>Desirable</i>
Using IT software including email, MS Word, PowerPoint, Excel and videoconference apps.	X	
Time management skills and an ability to prioritise and work under pressure to tight deadlines	X	
GIS data and mapping skills	X	

First aid certificate		X
Good organisational skills	X	
Ability to negotiate and persuade tactfully to secure positive environmental outcomes on farms and other land	X	
Strong communication skills, both orally and in writing, to a wide range of different audiences	X	
Personal	<i>Essential</i>	<i>Desirable</i>
Commitment to nature conservation	X	
Self-discipline, confidence with an assertive but friendly manner	X	
Self-starter and goal achiever with the desire to continue to develop skills and knowledge	X	
A reasonable level of fitness and mobility and be able to spend a significant amount of time outside, sometimes on difficult terrain	X	
Flexible approach to managing a changing workload with a willingness to work occasional weekends and evenings	X	
A positive and mature approach with integrity, tact and diplomacy	X	
Excellent networking skills and the ability to build rapport quickly, and able to work independently and as part of a team	X	
A driving licence and own vehicle available for business use.	X	

What we offer:

We offer a supportive, friendly and purpose-driven working environment where your contribution genuinely makes a difference for wildlife and local communities. As part of Worcestershire Wildlife Trust, you'll benefit from:

- A generous annual leave allowance of 6.6 weeks including bank holidays
- A holiday purchase scheme
- A contributory pension scheme with 4%/8% employer contributions
- Flexible and hybrid working options, where possible
- Enhanced parental leave policies
- Group life assurance at 3x annual salary
- Employee assistance programme
- Annual volunteering days
- Savings and discount hubs

July 2026