

## The Trent Rivers Trust

### Job Description: Farm Advisor

<b>Job Title:</b>	Farm Advisor
<b>Job Location:</b>	Trent Catchment. Home-based.
<b>Salary and terms:</b>	Permanent, subject to funding availability. Salary £21,358 to £23,790 FT depending on experience
<b>Full-time:</b>	Full time role. 0.6 working on the River Eye project
<b>Reporting to:</b>	Senior Catchment Manager (East)
<b>Responsible for:</b>	None

#### **Purpose of role:**

This post is suitable for an enthusiastic farm advisor to work on behalf of the Trent Rivers Trust (TRT) and deliver a programme of works funded by Defra aimed at reducing diffuse pollution on farms in the River Eye SSSI catchment around Melton Mowbray in Leicestershire.

The post-holder will deliver a programme of one to one farm visits to promote resource protection and a reduction in diffuse water pollution from agriculture.

The post-holder will aim to raise awareness, improve understanding amongst farmers and land managers of diffuse pollution from agriculture and its impact on water quality and the wider water environment. By forming a new local farming cluster which can work alongside other existing groups in the area such as those facilitated by the Ernest Cook Trust and Natural England.

Engagement with farmers in targeted areas of the Eye will seek to create, a sense of ownership and achievement within the farming community through a voluntary approach in relation to water quality in the catchment.

The role will be home based, but the candidate will be expected to work across the catchment and hot-desk at the Trust office, or partner's offices when appropriate. The role will also entail a high degree of practical work, project monitoring and evaluation, the coordination of volunteers and working with contractors whilst out on site.

#### **Principal Duties and Responsibilities**

- Promote, engage and seek participation in the project.
- Work with farmers in the River Eye catchment to find opportunities to improve farm infrastructure and change land management practices, underpinned by a need to reduce diffuse agricultural pollution to surface water.
- Undertake farm advice visits and identify runoff sources, pathways and receptors.

- Prepare a series of Whole Farm Plans supported by field-scale maps.
- Liaise with partner organisations to inform farm infrastructure improvements.
- Supporting farmers and encouraging them to undertake a series of measures to reduce soil erosion.
- Provide practical advice on soil management where feasible, and follow this up with multiple visits to increase the likelihood of change.
- Undertake on-farm soil sampling and analysis at selected sites and liaise with contracted testing facilities and farmers to use the results to implement change when needed.
- Co-ordinate, deliver and participate in events to help with the promotion and awareness raising of the core messages and schemes of the programme.
- Plan and deliver on-farm and/or online events, sessions and develop partnerships in relation to water quality.
- Maintain simple system of evaluation and feedback from farmers and land managers.
- Prepare and submit monthly progress reports to ensure adequate monitoring of the programme, engagement activity and scheme take up into a TRT Farmer Engagement Database.
- Participate in relevant Trent Rivers Trust water environment initiatives, programmes and projects during the period of the contract.
- Participate in relevant partner activities where these are complimentary to the core programme, assist in the development of water environment focussed projects in target areas.
- Signpost farmers and landowners to relevant external funding sources or specialist advice.
- Through the work above, support landowners in satisfying cross-compliance, the Code of Good Agricultural Practice, Silage Slurry and Agricultural Fuel Oil Regulations, and where appropriate encourage applications to Countryside Stewardship.
- Undertake any other duties as required linked to the conditions and funder requirements of the River Eye Green Recovery funded project.
- Promote joined up thinking in the catchment through effective communication with other delivery officers, including Natural England and Environment Agency.
- Carry out all duties and responsibilities with reasonable care for the health and safety of oneself and any other persons and co-operate fully with the Trent Rivers Trust in health and safety matters.
- Some of this work may be required to be performed out of normal office hours.
- Administer and verify scheme activity.

### **Essential Knowledge and Experience**

- Degree or equivalent qualification, with approximately 2 years' experience in land management. This experience does not need to be post graduate, or consecutive, however, the candidate needs to be able to demonstrate a range of skills.
- Good knowledge of agricultural practices.
- An understanding of the environment, river catchments, and the link farming has with wildlife and the environment.
- Understanding of environmental legislation relating to the farmed environment.
- A thorough understanding of agricultural systems and the agricultural calendar.
- Understanding and experience of using GIS to produce maps.
- Experience of delivering projects on time, to budget and in line with agreed outputs and outcomes.
- Computer literate in all basic software packages.
- Must have a full driving licence and use of a vehicle for work.
- Experience in using Risk Assessments and Lone working procedures.
- Knowledge of designated site protection, status and assessments.

### **Essential Skills**

- Excellent communicator with proven track record in developing strong working relationships with farmers, landowners and other stakeholders.
- Ability to provide clear, concise written material in a variety of formats for a variety of audiences.
- The ability to exercise diplomacy and possessing strong negotiation skills.
- Excellent time management and the ability to prioritise a varied workload.
- An ability to work with minimal supervision.

### **Desirable Knowledge and Experience**

- Knowledge of freshwater ecosystems.
- Knowledge of agricultural and environmental legislation.
- BASIS Soil and Water qualification.

- Previous experience in delivering conservation projects in an agricultural setting.
- Agricultural business management and planning.
- FACTS qualification.
- Knowledge of pesticide products, sustainable crop protection and integrated pest management.
- Experience of advising upon and submitting Countryside Stewardship applications.

### **Miscellaneous**

- Commitment to equality of opportunity
- Full driving licence and car insured for business use
- Ability to work occasional evenings and weekends if required
- Knowledge of Health and Safety as it relates to the oversight of environmental projects
- Understanding of data protection and GDPR

## **Terms and Conditions**

- The starting salary for this post is £21,358 to 23,790 FT depending on experience. TRT is willing to consider full or part time working for this post.
- The post will require frequent travel around the Trent catchment and therefore a full UK driving licence and access to a car is essential. Mileage expenses will be paid in accordance with the HMRC non-taxable levels. Car insurance providers need to be made aware of this business use.
- TRT will contribute 8% of gross salary by the Trust, subject to a 5% Employee Contribution or the minimum rates in line with our auto-enrolment scheme, both subject to possible increases.
- The post attracts an annual holiday entitlement of 25 days plus statutory bank holidays for a FTE post, calculated on a pro rata basis for part time hours.
- The post holder will be expected to work from home as their base with mileage paid for travel from that point. The post holder will also be asked to attend meetings and other activities in the Ilkeston office.
- A small 'working from home allowance' is payable on a pro rata basis, but employees are expected to provide a broadband connection which can be used for TRT business. Office consumables can be claimed on expenses when used directly for TRT purposes, subject to approval.
- The appointment will be permanent, subject to ongoing funding availability.

## **The Trent Rivers Trust Work Ethos**

The Trent Rivers Trust comprises a small team of environmental professionals dedicated to the improvement and enhancement of the Trent Catchment. Staff members work largely unsupervised and often in isolation, although regular team meetings are organised and staff are encouraged to meet up regularly to share ideas and develop work themes and projects.

TRT recognises the importance of a strong work-life balance and actively promotes this. A high degree of flexibility is provided to staff members in relation to hours and location of work in return for unstinting commitment and absolute honesty and integrity. Staff members are expected to work unsocial hours when necessary, including occasional weekends and evenings.

**Application Deadline: 5pm, Friday 29<sup>th</sup> January 2021**

**Interviews: Week commencing 8<sup>th</sup> February 2021**