



**Suffolk**  
Wildlife Trust

## Farm Wildlife Adviser Recruitment information



Registered charity no. 262777





## Joining the Trust team

**Thank you for your interest in bringing your energy, expertise and experience to Suffolk Wildlife Trust.**

Suffolk Wildlife Trust is an inspiring and impactful organisation with a compelling vision for our county:

**A wilder Suffolk where nature is thriving and abundant, because everyone is doing more to help.**

Every member of the team has a direct role to play in our mission to

**Bring nature back.**

In the decade to 2030 we are committed to scaling up our activities across the county to bring nature back to Suffolk.

Our aim is for 30% of our county to be connected and well looked after for nature by 2030, so that our species and habitats can recover and thrive - and for 1 in 4 people to be actively helping to achieve this.



## About this opportunity

**Suffolk Wildlife Trust has secured grant support from The National Lottery Heritage Fund for an exciting 3 year initiative along the lower Waveney Valley within the Broads National Park.**

**For nature, the land purchase and habitat creation will:**

- Establish a significant new nature reserve
- Champion nature recovery within the southern Broads National Park, creating connectivity to other high value and protected sites along the valley.
- Actively engage with farmers, landowners and community groups to support them to improve the management of their land for wildlife including for species like lapwing and Norfolk hawk.
- Raise water levels on the peat soils, reducing the risk of oxidation and loss of carbon to the atmosphere.
- Develop a landscape recovery vision for the length of the Waveney – from the Brecks to the Broads.





## About this opportunity

**The initiative includes three new roles to deliver our ambition for wildlife and people, from Beccles to Lowestoft.**

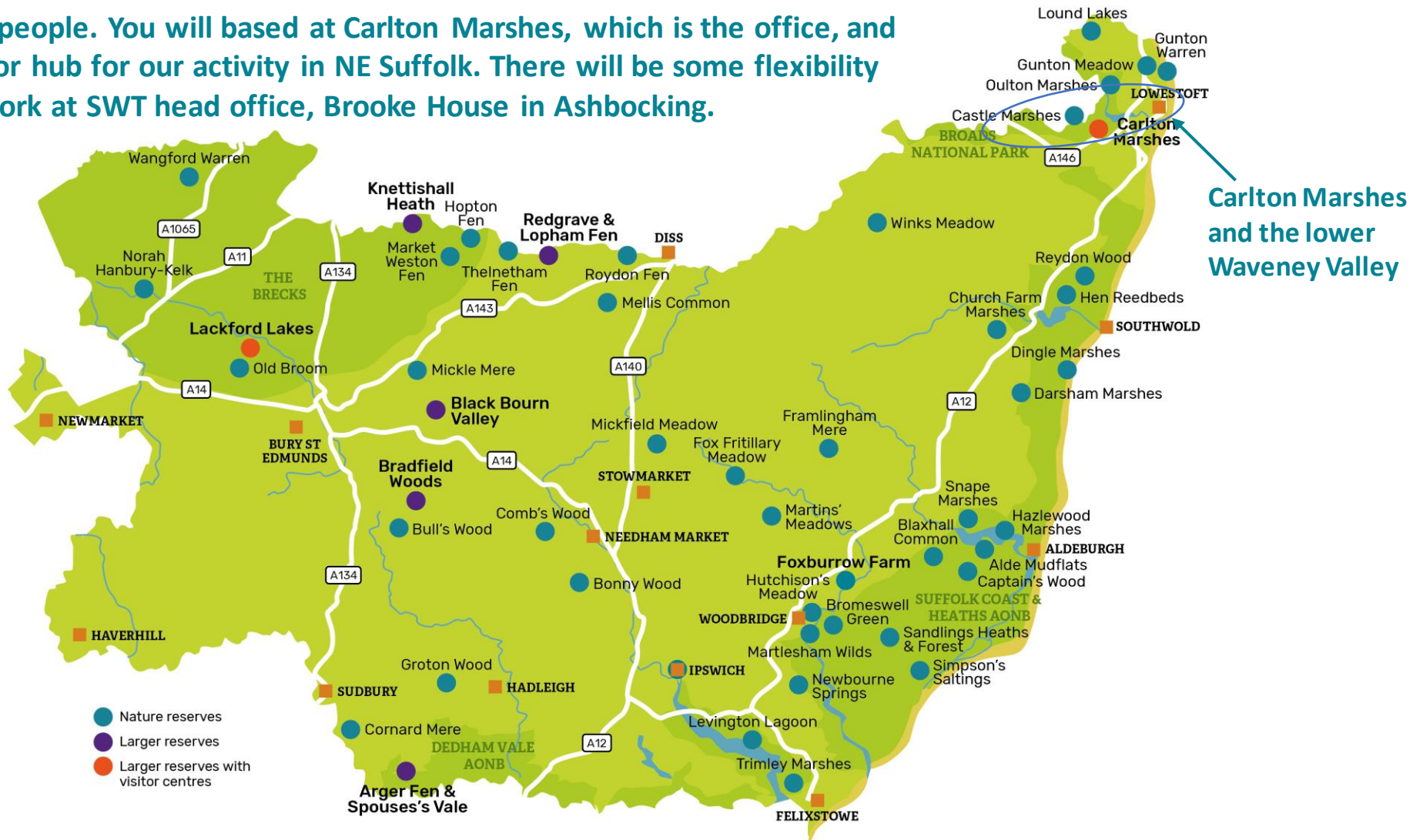
**For people who live, visit or work here, the project will:**

- Be for everyone, with the inclusive 'outreach' approach taking the project into the local community to reach people who might not see nature or a nature reserve as relevant to them.
- Foster nature connection and the wellbeing benefits this brings with community groups and at community venues along the Waveney valley, from Lowestoft to Beccles.
- Enable nature connection to grow into nature action, with activities, training courses and support networks for all.
- Champion a community organising approach with individuals, community groups and businesses, to help improve the management of gardens and community spaces for wildlife including for declining species like swift and amphibians.
- Create opportunities for volunteering across the network of Trust nature reserves and within their community.



# About this opportunity

This new role is one of three created to deliver our ambition for wildlife and people. You will be based at Carlton Marshes, which is the office, and visitor hub for our activity in NE Suffolk. There will be some flexibility to work at SWT head office, Brooke House in Ashbocking.



## Role description – what you will do

Every staff role has three key areas of focus to support our mission to bring nature back. Typically, you will spend 80% of your time on these:

### 1. Provide expert wildlife advice to Farmers and Land Managers

- Provide expert wildlife advice to farmers and land managers across the lower Waveney Valley and North Suffolk
- Work with farmers and landowners, inspiring them to take action to help Suffolk's wildlife either through existing or recommended management or via wilding approaches. Providing informal habitat management advice through site visits, reports and signposting to further reading/events.
- Setting up, developing, and supporting farmer and landowner clusters, encouraging long-term self-reliance.
- Consider setting up volunteer groups, alongside Senior Farm Adviser to monitor SWT priority species to enable us to measure the success of our work across the county.
- Develop expertise in specialist areas of farming, farm wildlife or wider ecology to the direct benefit of your work and to strengthen the team overall.
- Reporting successes internally to managers, members.





## Role description continued...

### **2. Identify and deliver funded projects on habitat enhancement and creation that deliver strategic objectives. Including agri-environment schemes, other government grants, BNG and private investment opportunities.**

- Delivering investment in biodiversity on farmland to support our priority species and habitats, at the direction of the Senior Farm Adviser.
- Working strategically with other team members and across the Trust to co-ordinate our farmland advisory project work.
- Provide detailed agri-environment scheme advice, from scoping, application completion and delivery advice.
- Keep up to date with external funding opportunities, requirements via partnership working with NGOs and business.

### **3. Expand influence on wildlife friendly farming to a wider audience of landowners, farmers, stakeholders and public across Suffolk**

- Deliver a range of networking and training events for Farmers and Land Managers in the lower Waveney Valley and north Suffolk to harness interest and action
- Reporting successes externally to the wider public through events, articles, social media and meetings.
- Represent the Trust at external stakeholder meetings.
- Be an ambassador for Suffolk Wildlife Trust.



## Role description continued...

### OTHER

Use your skills and experience to contribute holistically to the Trust's vision for a Wilder Suffolk.

### HOW WE WORK

The detail in this pack explains the core purpose of your role with the Trust. What is equally important is how you do it. Suffolk Wildlife Trust is a gutsy organisation that seeks to learn from experience and embraces new ideas.

We are driven by our shared passion for nature & support each other to be the best we can. We constantly strive to communicate & collaborate brilliantly, representing the Trust in a friendly, professional, and well-informed manner.

We aim to be a digitally enabled organisation and expect you to be digitally aware and use technologies and innovations in your day-to-day activities to streamline the Trust's activity and increase impact.





## Skills & attributes we are looking for

	ESSENTIAL	DESIRABLE
Commitment to the Trust's vision for a Wilder Suffolk	✓	
<b>Experience and Qualifications</b> <ul style="list-style-type: none"> <li>• A level qualification or equivalent</li> <li>• Relevant further study in ecology or agriculture.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Degree or equivalent (vocational qualification plus experience) in relevant field or equivalent experience</li> <li>• Experience within the field of conservation and ecology</li> <li>• Experience in the agricultural sector, directly or as an adviser</li> <li>• Agri-Environment scheme application and delivery experience</li> <li>• GIS mapping experience</li> <li>• Ecological survey experience</li> </ul>		✓
<b>Knowledge</b> <ul style="list-style-type: none"> <li>• Demonstrable understanding of how farming can impact, or help support, our wildlife.</li> <li>• Good knowledge of conservation, including species and conservation priorities.</li> <li>• Familiarity with agri-environment schemes and cross compliance.</li> <li>• Knowledge of safe working practices when alone, or when working with volunteers.</li> </ul>	✓	



## Skills & attributes we are looking for continued...

	ESSENTIAL	DESIRABLE
Specialist knowledge of species or groups of conservation priority.		✓
<b>Skills and abilities</b> <ul style="list-style-type: none"> <li>• Good inter-personal, communication and networking skills.</li> <li>• Ability to work with different types of people and groups.</li> <li>• A self-starter, with an ability to work alone effectively.</li> <li>• Proactive contributions to regular team meetings.</li> <li>• Use of social media.</li> <li>• Well organised with ability to manage time effectively.</li> <li>• Full driving license</li> </ul>	✓	
<b>Behaviours</b> <ul style="list-style-type: none"> <li>• Self-motivated, self-reliant, and capable.</li> <li>• Personable, polite, and engaging demeanor with the public, staff and volunteers.</li> <li>• High level of enthusiasm, self-discipline, and initiative.</li> <li>• Always takes pride in professional conduct and represents SWT in the best light.</li> <li>• Practical approach to problems.</li> <li>• Commitment to environmental issues and a passion for wildlife.</li> <li>• A willingness to learn and to ask for specialist skills.</li> </ul>	✓	





## ...and in return

### Helping you plan for the future and maintain a great work life balance

- Salary of £30,947.
- 9% pension contribution with no mandatory employee contribution
- 25 days annual leave plus 8 bank holiday days (rising to annually 30 + 8 over your first 5 years)
- Birthday bonus - your special day off to celebrate as you wish
- Dedicated 24 hour Employee Assistance Programme for you and your household
- Free life insurance to give you a little reassurance
- Free online access to a private GP for you and your household
- Discounts in high street retail outlets
- 10% staff discount in our cafes and shops
- Great staff engagement and social events throughout the year
- Joining a passionate organisation dedicated to improving our natural world
- Joining a kind and supportive team with Mental Health awareness and Mental Health champions
- Working across some of the most beautiful locations in the county

### Work hours & work base

This is a full time role which is 37.5 hours a week. The contract is for a fixed term of 3 years.



## Next steps

**Thank you for your interest in Suffolk Wildlife Trust.**

**Your application should consist of a summary of relevant experience (e.g. CV) and a covering letter addressing the following points:**

1. Why you would like to join Suffolk Wildlife Trust.
2. An outline of how your experience, knowledge and skills meet the requirements of the role.

We value lived experiences as well as professional qualifications.

Please email your application to: [recruitment@suffolkwildlifetrust.org](mailto:recruitment@suffolkwildlifetrust.org)

The deadline for applications is Monday 4th December 5pm. Interviews will be held on Thursday 14th December.

