



Farm Advisor

Recruitment Application Pack

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Role Summary

Job Title	Farm Advisor
Job Location	Home based, with frequent travel and meetings throughout the catchment
Contract	12 months (funding dependant extension possible)
Hours	Full time, 5 days per week (35 hours per week / 1 FTE) A job share may be considered
Salary	£21,315 (grade 2)
Holidays	28 days per year (in addition to bank and public holidays)
Reports to	Catchment Development Project Manager

Brief

We know that healthy landscapes make healthy and resilient rivers. At the Calder Rivers Trust, we work with landholders, businesses, community groups, and government through the catchment based approach to drive improvements in water quality, water stewardship, river and riparian habitats, and our connection to blue and green spaces.

We are looking for a person to join our expanding team to work in partnership with farmers, landowners, and land managers—building relationships, providing advice, and supporting funding applications to realise a more biodiverse and resilient Calder catchment.

We are a small Trust, but with big ambition. This role is a key part of our staff team whose focus is 'getting stuff done'. Working to support our Farm & Rural Liaison Officer, you will be partnering with farmers and landowners from the tops of West Yorkshire's moorland, right down to the lowland floodplains. Your role will involve conducting site visits and whole farm surveys to provide bespoke farm advice. You'll also help to facilitate the South Pennine Farmer's Group, connecting farmers and land managers, and discussing the latest legislation, best practice, and relevant funding opportunities.

You will be someone with a sound understanding of agricultural practices and guidance, who is equally passionate about supporting rural businesses/communities and seeing improvements to our natural landscape.

What you'll be doing

- Connecting with farmers, landowners, and land managers within the Calder catchment to provide information and resources to support environmental land management practices.
- Working in partnership with farmers, landowners, land managers, and other stakeholders to develop environmental improvement projects and secure funding. This will be a mixture of upland livestock, lowland livestock, and arable farming.
- Working with other Calder Rivers Trust employees to support activities within the Calder Catchment Partnership, engaging with local authorities and environmental action groups.
- Staying up to date with the latest developments in land management legislation, funding opportunities, and best practice land management for climate change mitigation and resilience, water stewardship, and ecosystem services.

Where you'll be working

The Calder Rivers Trust is a charitable organisation focussed on protecting and improving rivers and waterways across the River Calder Catchment. We operate across Calderdale, Kirklees and Wakefield local authorities, working in partnership with the Environment Agency, Yorkshire Water, local authorities, private landowners and their tenants, charitable organisations, and community interest groups. The agricultural land within the catchment comprises of upland livestock towards the headwaters, and lowland livestock and arable farming in the lower parts of the catchment.

Who we are looking for

We are looking for a candidate with a sound understanding of the natural and farmed environment who has a keen interest facilitating multi-benefit environmental improvement projects. We'd like you to have experience working in collaboration with stakeholders, have an understanding of land management and farming pressures, and have a background in agriculture/environmental land management.

You will have excellent communication skills and a down to earth approach of working with people. You will be self-motivated, have the ability to manage competing deadlines, and deliver tasks to a high standard. You will have a full UK driving licence and have access to a vehicle.

Above all, you will be committed to our agenda as a Trust, what we stand for, and what we want to achieve.

Person Specification

Experience of

PS.01 Working in agriculture, land management, and/or with landowners	Essential
PS.02 Surveying, planning, and delivering environmental improvement projects	Essential
PS.03 Communicating complex issues	Desirable
PS.04 Report writing and mapping	Desirable

Knowledge and Understanding of

PS.05 Upland grazing and/or mixed grazing and arable agricultural practices, including current best practice guidance	Essential
PS.06 Legislation relating to land management and funding sources for environmental improvement	Essential
PS.07 The environmental pressures acting on water in natural and farmed settings	Desirable
PS.08 Soil sampling, analysis, and management	Desirable

Skills and Qualifications

PS.09 Excellent communication skills with both specialist and non-specialist audiences	Essential
PS.10 Relevant professional qualifications/affiliation (e.g. BASIS Professional Register, FACTS, CIEEM, etc.)	Desirable
PS.11 Excellent IT skills especially with Microsoft Office (and some basic GIS skills)	Desirable
PS.12 Presenting environmental information to develop compelling evidence for change	Desirable

Personal Qualities

PS.13 Good organisational skills/discipline and the ability to plan, track, deliver and evaluate work	Essential
PS.14 Ability to prioritise and deliver work to relevant standards and tight deadlines	Essential
PS.15 Ability to work under own initiative, and as part of a larger, cross-functional team	Desirable
PS.16 Innovative and applies creative thought to develop new initiatives and problem solving	Desirable

Standard Terms & Conditions

Salary:	£21,315 pro rata per annum Salaries are paid each month by bank transfer.
Hours:	The Trust operates a 35 hour working week (full time). Our core hours of business are 9am to 5pm, Monday to Friday. The role may sometimes require evening and weekend work.
Contract:	This position is initially available on a fixed term contract for 12 months.
Flexibility:	The Trust recognises the importance of a strong work-life balance and actively promotes this. The Trust, where possible, endeavours to meet the flexible working needs of its employees. A high degree of flexibility is provided to staff members in relation to hours and location of work. Part time work or job sharing may be considered.
Holidays:	28 days per year (in addition to bank and public holidays). (pro rata for part time roles)
Pensions:	You may be eligible to be auto enrolled to the Rivers Trust Group Pension Plan with Royal London.
Notice Period:	Generally 6 weeks following satisfactory completion of a 6 month probationary period.
Place of Work:	Home office based, with travel across the catchment as required.
Business Travel:	Public transport is encouraged where possible. Business mileage is claimed through our expenses procedure.
Training:	A minimum training allowance of £500 is attached to this role. Further allowance will be assessed on a case by case basis.

Expected Recruitment Timeline

We aim to keep you informed throughout every step of your recruitment journey with us, and as much as possible we will commit to the timeline set out below:

1	Advert open for Applications	June 15 th
2	Closing Date for Applications	July 10th
3	Shortlisting Period Ends	July 11 th
4	Notification of Outcome to Applicants	July 12 th
5	Interviews	w/c July 18 th
6	Notification of Outcome to Interviewees	w/c July 25 th
7	Start Date Agreed with Appointee	w/c July 25 th

Closing date

The closing date for applications for this role is **Sunday July 10th**

Interviews

Interviews will be held using video conferencing.

How to Apply

To apply please complete this [Application Form](#) by the **closing date**.

<https://forms.gle/jPYCJvxTeBx3iakv6>

We look forward to receiving your application.

If you would like an informal conversation about this role, or if you would like more information please contact us at: recruitment@calderandcolneriverstrust.org and we will arrange a convenient time for a discussion.