



The Trent Rivers Trust

Job Description: Farm Advisor

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

Purpose of role:

This post is suitable for an enthusiastic individual familiar with agriculture and/or land management 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, supported by our team, 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.

This is a great opportunity to further develop your career and experience of working in the agri-environment sector and join a small enthusiastic team committed to managing efforts to combat climate change, water quality and restoring biodiversity in the River Trent catchment.

Principal Duties and Responsibilities

- Promote, engage and seek participation in the River Eye 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 Whole Farm Plans or 'Pinpoint' surveys supported by field-scale maps.
- Liaise with partner organisations to inform farm improvements.
- Support farmers and encourage them to undertake a series of measures to reduce soil erosion.
- Co-ordinate, deliver and participate in events to help with the promotion and awareness raising of the core messages and schemes of the programme.
- Maintain a 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 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, the need for integrated compliance to Farming Rules for Water, cross compliance rules and surface/groundwater NVZ requirements to protect the environment and de-risk farming businesses.
- Undertake any other duties as required linked to the conditions and funder requirements of the River Eye Green Recovery funded project.
- 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.

Person Specification	
Qualifications & Experience	
Essential	Desirable
Degree or equivalent qualification, with approximately 2 years' or similar experience in land or environmental 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.	Degree HND, HNC or equivalent in Agriculture
An understanding of land and water management issues and the points of view of agricultural and non-agricultural stakeholders.	Knowledge of soil management and nutrient planning
An understanding of the environment, river catchments, and the link farming has with wildlife and the environment.	FACTS qualified (or in the process)
A thorough understanding of agricultural systems and the agricultural calendar.	Knowledge of Water Framework Directive, Farming Rules for Water, cross compliance and NVZ requirements
Have a full driving licence and use of a vehicle for work and be happy to drive across the Trent Catchment.	Knowledge of Forestry and Countryside Stewardship Schemes
Knowledge of freshwater ecosystems.	Previous experience of delivering projects in an agricultural setting
Technical Skills	
Essential	Desirable
Ability to provide clear, concise written material in a variety of formats for a variety of audiences.	Use of Social Media in a work context
Excellent communicator with proven track record in developing strong working relationships with farmers, landowners and other stakeholders.	Understanding and experience of using GIS to produce maps.
Ability to recognise potential biodiversity enhancements in a rural setting	On site practical land management skills
Computer literate in all basic software packages	Experience of delivering projects on time, to budget and in line with agreed outputs and outcomes.
Knowledge of Health and Safety as it relates to the oversight of environmental projects.	
Personal Attributes	
Essential	Desirable

Ability to work alone and as part of a team	Understanding of data protection and GDPR
Ability to build trust and respect with a wide variety of stakeholders and interest groups	
Excellent time management and the ability to prioritise a varied workload	
Commitment to equality of opportunity	
Ability to work occasional evenings and weekends if required	

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. Full time hours of works are typically 37.5hours per week.
- 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 and around the Trent Catchment.
- 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 successful applicant will be asked to provide two references.

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 Process

To apply for this role, please complete the Trent Rivers Trust Application form which can be downloaded from the website. CVs will not be accepted.

Please demonstrate on the application form how you can fulfil the job description and meet the person specification of the role.

Please submit the application form before the closing date to Rosie@trentriverstrust.org

Application Deadline: Midnight, Monday 8th March 2021

Virtual interviews will be held via Microsoft Teams on 18th March 2021. Interviews will last no longer than an hour.