

Job Title: Severn Treescapes Wetland and Woodland Advisor - Herefordshire**Main Role Purpose:**

To support landholders to grow more trees, through habitat mosaics that benefit biodiversity, nature-based solutions and farm business. To deliver the Dead Wood Society project with the Severn Treescapes team

Term: Fixed term until March 2029, Full-time 37 hours per week

Team: Nature Recovery

Reports to: Herefordshire Wildlife Trust Head of Nature Recovery

Location: Hybrid. The post will have the option to mix home based and office working from: Herefordshire Wildlife Trust, Queenswood Country Park, Dinmore Hill, Herefordshire, HR6 0PY

Management Responsibility: Volunteers

Key relationships internal: CEO, Head of Nature Action

Key relationships external: Forestry England, Forestry Commission, Woodland Trust, Natural England, Environment Agency, Herefordshire Council, Worcestershire and Gloucestershire Wildlife Trusts

Introducing Herefordshire Wildlife Trust

Herefordshire Wildlife Trust (HWT) is a wildlife conservation charity for everyone who cares about nature in Herefordshire. We are dedicated to protecting the special wildlife in Herefordshire and encouraging people to enjoy, care for and act for nature. We own and manage 55 Nature Reserves across the county and have over 8000 members. Our 2030 Vision for Wildlife aims to place nature's recovery at the forefront of tackling the climate emergency - for wildlife itself, for the natural services it provides and for everyone's wellbeing.

Severn Treescapes Project overview

The Severn Treescapes project will create a 60-mile N-S corridor (1728km²) across 3 counties. It will test woodland creation and increasing connectivity at scale across productive landscapes. The area currently covers Gloucestershire, Herefordshire and Worcestershire from the Lower Wye Valley through the Forest of Dean, Leadon Vale, Woolhope Dome and Malvern Hills, to the Wyre Forest.

Severn Treescapes connects nationally important landscapes, providing enhanced ecological resilience, multiple ecosystem services and engaging urban and rural communities. It aims to increase tree connectivity across higher grade agricultural areas through hedgerows, woodland belts, traditional orchards, wood pasture, silvopasture, silvoarable and agroforestry, and incorporate wetland features into habitat mosaics, where appropriate, enhancing water quality, recharge, flood alleviation and reducing soil erosion. Large-scale broadleaved woodland creation is likely to be on the lower grade marginal land and steeper slopes.

This role will cover the county of Herefordshire. Predominately working in the east of the county, the project area covers the fantastic landscapes of the Lower Wye Valley, Woolhope Dome and the Malvern Hills within Herefordshire and includes the city of Hereford. Some working across borders into Worcestershire and Gloucestershire may be required in order to support the other Woodland Advisors, but this would not be significant.

The Dead Wood Society

An important strand of our Severn Treescapes work is our focus on deadwood, traditional orchards and veteran trees in the landscape. Three days per week of this role will be delivering our Dead Wood Society project, involving liaising with landholders to manage, expand and create traditional orchards in Herefordshire (through ELM actions where possible, but through other funding sources as well), promoting and protecting important habitats and key saproxylic species. The Deadwood Society will be very much a team effort, and you will be liaising closely with the other advisors and the Engagement and Comms Coordinator to deliver advice and events around these themes.

Main Responsibilities

To deliver on farm advice and support regarding traditional orchards, woodland creation and tree planting against the objectives of the Severn Treescapes and Dead Wood Society projects.

To support landholders to enter available schemes for the management and creation of traditional orchards and wood pasture, promoting current and future deadwood habitats.

You will advise on and ensure that wetland and Natural Flood Management (NFM) opportunities are incorporated into habitat mosaics where appropriate,

You will 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.

You will assist landowners and farmers to apply for appropriate wetland and woodland creation and management funding schemes e.g. English Woodland Creation Offer, CSHT and SFI actions and others.

Where appropriate, and liaising with the Project Manager, you will engage landholders to sign agreements to use the Severn Treescapes capital funds.

You will engage and supervise contractors and suppliers to undertake a range of activities such as supplying trees and guards, planting, fencing, and NFM work.

You will work with the Comms and Engagement Coordinator to provide a range of targeted outreach activity and events to generate interest among landowners and farmers to apply for grant applications to government funded woodland creation and CS woodland management schemes, including BNG and carbon investment.

You will have excellent communication and IT skills, experience of managing budgets and partnership projects, and a sound understanding of both English agriculture, forestry, wetlands and woodland.

Job Specification/key tasks:

- Undertaking direct delivery of advice to landholders, influencing them to make behavioural and management changes on their land
- Engage and supervise contractors and suppliers to undertake projects involving both woodland and wetland creation
- Work with volunteers where appropriate to survey and plant on clients' land
- For the Dead Wood Society strand of Severn Treescapes, you will deliver on-farm advice regarding traditional orchards and wood pasture, and other tree and hedgerow planting that will ensure future connectivity of veteran trees and deadwood habitats for reliant species.
- Together with the team, you will work with national species experts to develop and scope essential research questions.
- Co-ordinate, deliver and participate in events to help with the promotion and awareness raising of the core messages
- Prepare and submit monthly progress reports to the Project Manager to ensure adequate monitoring of the programme
- Survey sites for baselining and monitoring purposes, with support from the team and the GIS and evidence lead.
- Contribute to annual reporting schedules
- Responsible for managing project budgets on individual landholdings
- Responsible for ensuring we meet time schedules and funding requirements
- Ability to work with a range of landowners, land managers and colleagues to identify the best locations and types of habitat creation and management to help nature's recovery
- Liaison, internally with HWT staff and externally with project partners
- Represent HWT at events and on media
- Contribute to HWT promotional material and to the website.

Working Conditions:

- Contract - Full time, 37 hours per week, until March 2029
- Probationary period of 3 months, in which time you will be expected to establish your suitability for the post
- There will be a need for regular travel across the Severn Treescapes project area (all three counties).
- The normal working day is 9am to 5pm (30 minutes for lunch) Monday to Friday
- Occasional evening and weekend working may be required
- Overtime is not paid but time off in lieu may be taken, where appropriate
- The post-holder will need to be able to drive and have access to their own transport, with business insurance for which a mileage allowance will be paid in accordance with HWT's Expense Policy.
- The post-holder may be required to assist with other areas of work and therefore should be prepared to undertake other duties appropriate to the post
- The post-holder will abide by HWT's Health and Safety policies and guidance
- The post-holder will be required to work outdoors for extended periods, which may include uneven and challenging terrain. Applicant should be able to undertake these duties with reasonable adjustments where appropriate
- A contributory pension scheme is in operation, and the post holder is entitled to 25 days paid leave per year pro rata (rising to 30 days through service) in addition to public holidays and Christmas closing period.

Person Specification:

	<i>Essential</i>	<i>Desirable</i>
A Knowledge		
A thorough understanding of farm systems, both arable and livestock, and other rural land management practices		✓
Knowledge of consents, constraints and opportunities for wetland features and Natural Flood Management	✓	
Working knowledge of the funding opportunities, principles and practice of traditional orchard management and creation.	✓	
Well informed regarding agri-environment and woodland grant schemes	✓	
A good understanding of priority habitats and species and how best to conserve and enhance them	✓	

A thorough understanding of woodland and forestry management practices and economics.		✓
Capable of identifying priority woodland habitats and advising on their management/restoration		✓
An understanding of ecosystems services, natural capital and natural processes and their role in future land management schemes		✓
A degree in a relevant or related subject (e.g. ecology, countryside management or agriculture) or relevant experience	✓	
B Experience	<i>Essential</i>	<i>Desirable</i>
Experience in project management, including budget management	✓	
Experience in delivering conservation advice to landowners and land managers on a range of environmental topics	✓	
Experience in planning practical habitat interventions and managing the delivery of work through coordinating contractors	✓	
Experience of working with a range of stakeholders within a partnership setting	✓	
Experience in preparing countryside stewardship or EWCO applications		✓
Experience in habitat surveys in order to baseline and monitor sites to demonstrate biodiversity uplift		✓
C Skills	<i>Essential</i>	<i>Desirable</i>
Using IT software including email, MS Word, PowerPoint, Excel and videoconference apps.	✓	
Time management skills and an ability to prioritise and work under pressure to tight deadlines	✓	
GIS data and mapping skills		✓
First aid certificate		✓
Good organisational skills	✓	
Ability to negotiate and persuade tactfully to secure positive environmental outcomes on farms and other land	✓	
Strong communication skills, both orally and in writing, to a wide range of different audiences	✓	

D Personal	<i>Essential</i>	<i>Desirable</i>
Commitment to nature conservation	✓	
Self-discipline, confidence with an assertive but friendly manner	✓	
Self-starter and goal achiever with the desire to continue to develop skills and knowledge	✓	
A flexible approach to managing a changing workload with a willingness to work occasional weekends and evenings	✓	
A positive and mature approach with integrity, tact and diplomacy	✓	
Excellent networking skills and the ability to build rapport quickly, and able to work independently and as part of a team	✓	
A clean driving licence and own vehicle available for business use.	✓	

Training and Development

As part of its commitment to investing in its people, Herefordshire Wildlife Trust trains and supports its staff in the delivery of their duties. Advice will be given in drawing up a personal development plan and all suggestions considered according to resources available and the over-riding priorities of the Trust. An appraisal process is carried out every year.

Equal Opportunities

We are committed to creating an inclusive workplace where everyone feels valued and respected. We actively encourage applications from individuals who are underrepresented in the conservation sector, including, but not limited to, people from minority ethnic backgrounds, women, LGBTQ+ individuals, people with disabilities, and those from socio-economically disadvantaged groups. If you require any reasonable adjustments during the recruitment process, please let us know. We use a blind shortlisting process which means that personal details such as name, age, gender, and other identifying information are removed from applications before they are reviewed. Our focus is on your skills, experience, and potential to succeed in the role.

We are a Disability Confident Committed employer and welcome applications from disabled people and guarantee an interview to disabled applicants who meet the essential criteria. We will provide reasonable adjustments throughout the recruitment process and in the workplace. If you require adjustments, please let us know