



# RIBBLE RIVERS TRUST JOB DESCRIPTION

## FARM ADVISOR

Job Title:	Farm Advisor
Purpose:	To deliver farm advisory visits and support land management projects
Reports to:	Head of Land Management
Location:	Clitheroe
Hours:	Full-time 37.5 hours per week. Part-time would be considered for the right candidate. Core hours 10:00 – 16:00. Monday and Friday can be requested as work from home days
Salary:	£28,500 - £34,000 dependant on experience
Contract:	24-month fixed term contract with expectation of permanence thereafter

Ribble Rivers Trust (RRT) is an environmental conservation charity delivering catchment wide activities that will improve, protect, and create a mosaic of habitats and land uses that will lead to a healthy riverine environment. This habitat mosaic includes everything from Peat Restoration to hedgerow creation, woodlands to river “re-wiggling” and importantly sustainable agricultural practices– each with demonstrable improvements to habitats and species. We have 5 teams with particular focuses (Land Management, People and Learning, Data and Evidence, River Conservation and Core Services), each full of passionate and dedicated individuals, with diverse skills and experience. The teams work closely together on collaborative and integrated projects that deliver the greatest benefit.

At present we have a wide range of projects and programmes working with farmers and land managers across the Ribble catchment. These seeks to support farm businesses to become more sustainable as farm businesses with a balanced approached focusing on agricultural productivity alongside habitat works. This results in a wider range of actions from improved farmyard infrastructure & nutrient management, through to creating new woodland & wetlands, and everything in between!

Such is the success of our work that we are looking to expand the team of Farm Advisors, and recruit a technically competent, dynamic, and enthusiastic person to work within our Land Management team to undertake “Pinpoint” Farm Advisory Visits, and to lead and support the delivery of a range of agricultural and environmental projects. This will include projects at the leading edge of Natural Capital, Nature Based Solutions, and payment for Ecosystem Services.

There will also be involvement and delivery of training and knowledge sharing events through our 5+ Farm groups. These groups build on the positive relationships and reputation RRT has developed with the farming community, becoming a “trusted advisor”. The role will also be expected to contribute to the monitoring of activities to support the data and evidence team who in turn will provide support on priority locations and actions, and activity evaluation & reporting.

The role will work with a range of funding sources, from Countryside Stewardship (and developing new agri-environment schemes), through to local and national funding from the Environment Agency, as well as water companies, corporates and charitable grant giving organisations.

TRUSTEES: Cllr. J. Alcock, J. Bleasdale, D. Bradley, J. Cowburn (Chair), M. Ellacott, J.P. Lord, C.H. Marchbank, J. Rawkins, A.T. Rowntree, D. Wilmot, J.L. Yates.  
CHARITY NUMBER: 1070672 COMPANY NUMBER: 3498691 ENTRUST REGISTRATION NUMBER: 600122

*To secure the conservation, protection, rehabilitation and improvement of our rivers, streams, watercourses, water impoundments, bank sides tributaries and estuaries in particular of the river Ribble, Calder and Hodder for the benefit of the public.*

The Ribble Rivers Trust is the operating name of the Ribble Catchment Conservation Trust Limited, Registered Address: c/o Hanson Cement, Ribblesdale Works, Clitheroe, Lancashire, BB7 4QF



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The role requires a confident and clear communicator with experience in engaging and working with farmers and landowners and delivering projects that reduce diffuse pollution, create habitat, and support sustainable farm practices. Particularly recognising the positive role that farming has to play in tackling the climate emergency. The successful candidate should have experience in agriculture and land management. It is desirable that they understand the legislation relating to water and farming.

*The duties associated with this role include:*

- Engaging directly with farmers, through a range of techniques, from Farm Groups to proactively seeking out previously unengaged farms across the catchment
- Delivery of farm advisory visits with those farms engaged
- Producing "Pinpoint" reports (training will be provided) from farm advisory visits
- Contribute to, and support the maintenance of, a database of farm visits and opportunities identified
- Sign posting farms to funding to support the delivery of opportunities
- Work with other Farm Advisors and wider RRT team to deliver capital improvement projects
- Support training and knowledge sharing events
- Work with external partners to deliver projects that provide multiple benefits
- Data collection, keeping and providing information for evaluation reports
- Contributing and assisting in the production of publicity and marketing materials
- Any other duties as reasonably requested by RRT

The post will report to the Head of Land Management.

Some of the benefits of working for RRT:

- The post holder will be based in a hybrid working environment, based a minimum of 3 days a week at RRT offices in Clitheroe (Tuesday to Thursday), with an option to then work 2 days a week from home (Monday and Friday), subject to operational requirements
- The Trust operate core hours of 10:00 – 16:00, and remaining contracted hours can be undertaken flexibly, as well as a TOIL policy where extended working is required
- Following the probationary period, we offer entry into our Stakeholder Pension Scheme
- 25 Days annual leave (plus bank holidays), rising by 1 day for each years' service to a maximum of 30 days
- Opportunities for growth and learning, through internal and external training, as well as opportunities to try different roles and responsibilities supporting professional development
- 45p per mile for work travel from place of work to site, claimed through expenses
- Potential for Relocation expenses for the right candidate
- Regular team away days, and social activities

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### Person Description

The successful candidate will be able to demonstrate that they are exceptionally self-motivated, capable of structuring and organising their own workload to meet deadlines and are passionate about working with farmers and in the farmed environment. They must also be a good communicator, and preferentially with a strong background in the agri-environment sector and project delivery. A good knowledge of the Ribble Catchment and the functioning of river catchments will also be beneficial.

### Essential

- Degree level or equivalent related experience in agriculture/land management and conservation
- Demonstrable experience in project management and delivery of capital projects ranging from farmyard infrastructure to habitat creation and restoration
- Knowledge and experience of how land and habitats interact with water
- Knowledge and understanding of agriculture and farming practices
- Knowledge and experience of agri-environment schemes
- Training and experience in the use of GIS (preferably ArcGIS)
- Ability to work on the differing tasks identified in the Job Description at the same time
- Enjoys working in a team, with diverse skills and experience
- Takes satisfaction in seeing the impact of their own, and the team's work
- Seeks opportunities to expand their knowledge, skills, and experience
- Excellent presentation skills and communication skills for a wide range of audiences
- Possessing good interpersonal skills, both face-to-face and over the phone
- Reliability, good attendance, and work performance
- Valid driving licence and own car, insured for business use
- Excellent organizational /admin skills and attention to detail:
  - Good IT skills / maintaining a filing system
  - Keeping records of work undertaken
  - Keeping records of expenses incurred
  - Awareness of the need for confidentiality

### Desirable

- Experience working within the agricultural sector
- Innovative problem solver
- Has, or is willing to work towards FACTS and BASIS qualification
- Knowledge of the project area

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