

## Job Description

**Job title:** Senior Land Management Officer

**Location of job:** Home based

**Post holder reports to:** Head of Land Management

### **Overall purpose of the job:**

The Senior Land Management Officer will take the lead on managing the delivery of a range of exciting landscape scale initiatives, operating throughout the Severn uplands. You will strive to engage upland farmers and other land managers with the work of the Trust, cultivating relationships that facilitates the smooth delivery of projects and raises SRT's profile.

Most notably, you will be leading the delivery of the Trust's exciting land management & climate resilience scheme, delivering a programme of on-farm capital interventions to improve water quality and deliver biodiversity objectives across three sub-catchments.

You will be experienced in the procurement of goods and services, including the management of contractors, ensuring they deliver on farm works to a high standard.

Alongside project delivery, you will support the Head of Land Management with funding applications and the operational management of the team's activities throughout the upper catchments of the River Severn.

You will also take the lead as the Severn Rivers Trust's representative on the Severn Uplands Catchment Based Approach (CaBA) partnership.

**Salary:** £26,240 – £34,987 per annum (9% employer pension contribution)

**Position type:** Permanent

**Working hours & annual leave:** 37.5 hours per week. 28 days Annual Leave plus bank holidays. Some weekend and evenings required. Overtime is not paid but time off in lieu may be taken.



# Organisation Overview

## About Severn Rivers Trust

The River Severn is longest river in the United Kingdom, stretching 220 miles from its source in the Cambrian Mountains in Powys Wales, through the counties of Shropshire, Worcestershire and into Gloucestershire to the iconic estuary. The culture and economies of the historic settlements across the catchment have been intertwined with the river through commercial navigation, fishing, water supply and trade. Today, the Severn's rivers continue to play an essential role in supporting wildlife, wellbeing and economies of the region.

We are living through a time of great change. We are in the middle of a biodiversity crisis, and a climate emergency. We are witnessing disastrous loss of habitat, collapse of ecosystems, erosion of precious soils, increased flooding and devastating drought. At Severn Rivers Trust we are fighting for a future where our children and grandchildren can enjoy healthy vibrant rivers teeming with diverse and wonderful life – from Atlantic salmon to white clawed crayfish, and from freshwater pearl mussels to European eel.

The Severn Rivers Trust's vision for the Severn is:

***A healthy, resilient river Severn for everyone.***

The Severn Rivers Trust is the only organisation that works across the entire River Severn Basin area in both England and Wales, some 11,500 square miles! We are a proactive and adaptable team of dedicated staff. Our motto is “*We get our feet wet*” – meaning we make things happen on the ground and constantly strive to make a real and positive difference for the river and its communities.

## About the Welsh Uplands Projects

This role will be responsible for the delivery and day-to-day management of two ambitious landscape-scale river improvement schemes in the Welsh Uplands:

- Cain Valley Sustainable Land and Water Management Project
- Nant Alan Sustainable Land Management and Climate Resilience Project

These projects, which run from March 2021 to June 2023, are led by a steering group of landowners and community representatives supported by Severn Rivers Trust. The broad aims are to improve in-river habitat for fish and other wildlife, to protect rivers from damage from stock ingress, to encourage natural flood management by increasing woodland cover and restoring a network of hedgerows and to install farm ponds and wetlands by supporting a network of local contractors.



A Community Officer is working part-time on these projects to deliver education and volunteering days which inspire local people to learn more about their rivers and take action to protect them. The projects will engage a combined total 1,300 stakeholders through engagement activities.

The Severn Rivers Trust has secured funding from the Sustainable Management Scheme (SMS), administered by Welsh Government to deliver these projects, and considerable progress has already been made to date.

## Role Purpose

### Project and people management

- Ensure delivery of the Trust's SMS land management and climate resilience projects to a high standard. Prepare annual work programmes to ensure effective management of resources, making decisions as to where best to deploy staff and volunteers, and where to use external contractors.
- Plan and oversee delivery of a large and ambitious capital works programme for on-farm environmental improvements worth c.£300,000
- Line management responsibility for staff members working in this key work area, including the preparation and monitoring of their work plans
- Write clear and concise written reports and presentations with project updates for funders partners and stakeholders.

### Landscape-scale delivery and partnership working

- Consolidate the Trust's presence and maintain our credibility within upland farming communities. Initially, this will focus on maintaining existing landowner relationships, established through our SMS schemes, and later, expand the network of landowners we are engaging with.
- Keep up to date with evolving agricultural support and regulations that will shape the future of upland farming.
- Lead the Severn Uplands CaBA partnership (cross England-Wales border). Work with partner organisations such as Coed Cadw / Woodland Trust, Afonydd Cymru / the Rivers Trust, local Rivers Trusts and Wildlife Trusts, Natural England, Hafren Dyfrdwy / Severn Trent Water and Natural Resources Wales / Environment Agency, to identify common objectives and find ways to work collaboratively to achieve them.
- Chair partnership and steering group meetings; lead site visits, demo days and workshops.
- Devise and implement monitoring strategies that help assess the impact of our work.



### **Sustainable funding**

- Manage delegated projects and associated budgets, ensuring value for money is achieved by the Trust and any supporting partners.
- Support the finance team in making financial claims for delegated projects, ensuring all records are accurate and required evidence is provided in a timely manner.
- Work with the Trust's managers to seek external grant funding opportunities to support the delivery of our objectives.

### **Operational management & leadership**

- Support the growth of the Trust's Land Management work in line with our organisational strategic targets.
- Ensure the Trust's land management work being delivered throughout the Severn Uplands, achieves consistently high standards and follows best practice guidelines.
- Act as the technical lead for land management and farm habitat interventions for the Trust, promoting best practice and sharing knowledge to up-skill the wider team.
- Connect to networks within the Severn Uplands community locally and nationally to ensure our work contributes to wider recovery programmes and is informed by best practice.

### **Other Duties**

- In addition to the above you will play a key role in the Severn Rivers Trust's Community Engagement Team helping to deliver our 5-year strategy.
- You shall lead by example in prioritising health and safety and wellbeing by taking responsibility for yourself participants volunteers and colleagues.
- You shall comply with Severn Rivers Trust's Health & Safety and Safeguarding policies and defined standards of behaviour at all times.
- You may be required to carry out other duties and tasks as required from time to time for the efficient operation of the Trust.



# Person specification

<b>Skills and Experience</b>	<b>Essential</b>	<b>Desirable</b>
Experience working with landowners to identify and prioritise opportunities for habitat interventions.	✓	
Confident, assured leadership skills, with an emphasis on managing operational staff and contractors.	✓	
Experience of overseeing a wide range of habitat interventions within farm and river environments.	✓	
Experience in project management, including budget management.	✓	
Experience managing contracts and contractors.	✓	
Experience in producing and using health and safety protocols, including working under CDM regulations.	✓	
A sound working knowledge of farm / wildlife habitats, and associated priority species. Specifically in respect to uplands, rivers, wetlands and woodlands.	✓	
Botany ID and/or habitat survey skills, capable of identifying priority habitats and areas with habitat potential.	✓	
Good understanding of agriculture and other land-use practices, as well as agri-environment schemes and relevant policies or legislation; in particular soil and water conservation.	✓	
Familiar with catchment-scale approaches and processes, for example Ecosystem Services, Natural Capital, Natural Flood Management.	✓	
Experience in project monitoring - collection, analysis and presentation of data.	✓	
Experience using IT software including email, MS Word, PowerPoint, Excel and videoconference apps.	✓	
Ability to manage workload effectively and prioritise tasks to demanding timelines.	✓	
Ability to communicate effectively, with integrity, tact and diplomacy, both verbally and in writing, to a wide range of stakeholders.	✓	
Ability to work well on your own initiative with high levels of self-motivation and enthusiasm	✓	
Ability to travel regularly and to remote sites, and work some evenings and weekends.	✓	
Confidence in partnership working, e.g. with businesses, statutory bodies and voluntary organisations	✓	
A full UK driving license, with access to a personal vehicle insured for business purposes, and ability to drive SRT work vehicles.	✓	
Relevant qualification, for example in Environmental Science or Countryside Management.		✓
GIS data and mapping skills		✓
Experience developing project proposals and funding applications		✓
Welsh speaking		✓



### General Notes

This post will be based from the home address of the appointed employee, with an expectation of occasional travel to the Trust's offices in Welshpoll and/or Martley.

The post holder will be expected to undertake regular site visits to meet landowners, contractors, staff and volunteers. Therefore, a full, current UK driving license and daily access to a vehicle covered by business insurance is essential for this role. To reduce travel time and carbon footprint we would prefer candidates to live within the project area. Mileage costs will be reimbursed.

This position may occasionally be required to work during evenings, weekends and public holidays to meet the requirements of the project. The Trust operates a time-off in lieu system.

We expect you to carry out your job responsibilities in an environmentally aware manner, ensuring as little damage to the environment as possible. Our aim is to ensure all resources are used effectively and efficiently. You will be expected to apply 'sound value for money' principles and follow green procurement guidelines in undertaking purchasing or supply of goods and services.

### Application process

For further information or to discuss this post please contact Matt Marston, Head of Land Management – [matt.marston@severnriverstrust.com](mailto:matt.marston@severnriverstrust.com) / 07593443393.

Deadline for applications: **Tuesday 14<sup>th</sup> December**

Interviews for this post will take place the week commencing 20<sup>th</sup> December.

To apply for this role please forward a completed application form to [admin@severnriverstrust.com](mailto:admin@severnriverstrust.com) including the job title in the subject. Please note that a CV or cover letter will not be accepted.

Due to the high levels of applications usually received by the Trust for job vacancies we will only contact candidates who are invited to interview for the position.

**Thank you for your interest in applying for a role with the Severn Rivers Trust.**