**JOB DESCRIPTION**

**JOB TITLE** - Landowner Liaison Officer

**TEAM** - Nature Recovery Team

**RESPONSIBLE** **TO** - Nature Recovery Manager

**SALARY** - £14,691 (£24,485 pro rata)

**CONTRACT** **TYPE** - Fixed-term (1 year) and parttime (3 days a week)

**LOCATION** Mainly covering north Pembs project area, based from home and/or at The Welsh Wildlife Centre in Cilgerran.

**OVERALL PURPOSE OF JOB**

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We are looking for someone from or with good knowledge of the farming community with sound ecological knowledge to join our Nature Recovery Team. They must have a sound understanding of nature friendly farming and ecosystems services – as well as a passion for wildlife and an aptitude for both outdoors and desk-based work. Working closely with colleagues, stakeholders, and farming communities, the Farm Liaison Officer will be responsible for engaging with landowners to improve condition and resilience of our agricultural landscapes, particularly in light of the changing legislative framework in Wales. Being comfortable with communicating in Welsh would be an advantage in this role.

This post is funded by the Moondance Foundation for a year, with the likelihood of continuation funding subject to delivering of our project objectives. Information about this project is included in ‘further information’ below.

**MAIN RESPONSIBILITIES**

* Delivery of our Moondance Foundation project in north Pembrokeshire, focussed on restoring and re-creating temperate rainforest with a mosaic of nature-friendly farmland and species-rich habitats. This includes contribution to project financial and outcome reporting and assisting with social media content related to the project.
* Provide advice and guidance to farmers and landowners on how greener and more nature-friendly land management practices can improve crop and livestock yields, reduce environmental impacts such as flooding and drought, reduce nutrient runoff, restore wildlife, etc.
* Support and inspire farmers and landowners to create more areas for wildlife, linked to opportunities in the wider landscape and ecosystem.
* Work with staff to arrange and support the provision of training and surveys for landowners.
* Work with contractors to assist farmers to carry out works to improve land for nature where necessary.
* Provide advice and guidance for reserves and conservation staff on practical nature friendly farming techniques – particularly around conservation grazing on nature reserves, hedgerow management, grassland/meadow management, etc.
* Create opportunities for peer-to-peer learning and innovation within the farming community.
* Building links with other agri-environmental organisations and individuals operating in the space, such as Nature Friendly Farming Network, Pastures for Life, Farming Connect, academic/research institutions, and professional agronomist.
* Contribute to Sustainable Farming Scheme (SFS) consultation and formulation as we approach the final roll-out.

**PERSON SPECIFICATION**

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|  | ***Essential*** | ***Desirable*** |
| **Knowledge** |  |  |
| A degree/professional/industry qualification ***and/or*** sufficient relevant experience to cover the requirements of the post. | ü |  |
| Knowledge of the particular habitats and species in west Wales |  | ü |
| Awareness of existing Nature Conservation designations and law | ü |  |
| Knowledge/experience of agricultural legislation in Wales | ü |  |
| Knowledge/experience of advising landowners in managing land for wildlife | ü |  |
| Knowledge of H&S legislation and good practice |  | ü |
| **Experience** |  |  |
| Surveying and monitoring species/habitats relevant to south and west Wales | ü |  |
| Communicating effectively with farmers and farming communities | ü |  |
| Organising scientific studies, developing rigorous methodologies and performing surveys as part of research projects |  | ü |
| Delivering consultancy work in a timely manner, including bidding for contracts, data processing, report writing, and invoice completion, etc. |  | ü |
| Collaborative inclusive approach to working with others | ü |  |
| Experience of project management and supporting a team in achieving targets |  | ü |
| Experience of supporting and working with volunteers |  | ü |
| Use of persuasive and targeted presentations and communications |  | ü |
| Working in rural environments, often in isolated/remote areas | ü |  |
| **Skills** |  |  |
| Creative thinking to carry out programmes that deliver against targets | ü |  |
| Prioritising tasks when working to specific deadlines and with multiple projects. | ü |  |
| Ability to work independently and adopt a flexible approach | ü |  |
| A flair for both practical and administrative work | ü |  |
| IT literate, particularly MS Word, Excel, Outlook, mapping tools and social media | ü |  |
| Effective communicator in both written and spoken formats | ü |  |
| **Personal** |  |  |
| Passionate about the natural world | ü |  |
| Confident to work alone and maintain good communication with colleagues | ü |  |
| Approachable and friendly manner | ü |  |
| A clean driving licence and own vehicle available for business use | ü |  |
| Welsh language learner or speaker | ü |  |

**GENERAL TERMS AND CONDITIONS**

**Salary:** £14,691 - This is a fixed-term and part-time post.

**Pension:** The Trust operates an auto-enrolment pension scheme with a 6% employer contribution. Details are set out in the staff handbook.

**Hours of Work:** Full-time 35 hours per week (pro-rata’d) with use of flexi hours (to suit your personal circumstances) Some evening or weekend working may be required for which time off in lieu will be given.

**Duration of post:** This post is fixed-term for one year with a 1-month probationary period in order to assess suitability for the role.

**Holidays:** 20 days (pro-rata’d), plus bank holidays, plus approx. 5 specified days over the New Year when the offices shut down for a rest period.

**Place of work:** Within reasonable range of our offices at the Welsh Wildlife Centre in Cilgerran. We have a flexible approach to home working. Mileage expenses are paid @40p per mile and car-sharing is encouraged.

We give our staff the opportunity to use two workdays a year to volunteer for other teams within our Wildlife Trust or for another organisation. Many staff use this opportunity to volunteer on Skomer Island. We also offer the opportunity for staff to improve their Welsh Language skills by attending training courses in work time where appropriate. We encourage staff to work together across different teams and contribute to the development of the Trust as a whole through working groups including Wellbeing and EDI. Staff also enjoy a 10% discount at the café and shop at the Welsh Wildlife Centre.

**Information about the Moondance Foundation Project**

Temperate rainforest is rarer than its tropical counterpart but UK coverage has slumped from 20% to 1%. Numerous, vulnerable species are dependent on temperate rainforest; rare bats, Silver-washed Fritillary butterfly and Dormice are all present in our proposed restoration area. Extending from Eglwyswrw village and Pengelli Forest via Ty Canol and along Cwm Gwaun to Fishguard, this was a ‘great forest’, covering over 200 ha in Elizabethan times. Now the remote woodlands of Pengelli and Ty Canol lie alongside scattered fragments of the Cwm Gwaun woodlands, making up the North Pembrokeshire Woodlands Special Area of Conservation.

These habitats will only withstand climate change and species will only survive if these woodlands are managed well and the surviving fragments extended and connected. A species-rich and diverse mosaic of interconnected woodlands, natural habitats and farmland is achievable and supported by local organisations, landowners and communities. The Pembrokeshire Barbastelle Project states Pembrokeshire as the only Welsh location with breeding barbastelle colonies and local Dormouse records were recently found. Both rely on old-growth broadleaf woodland, and good landscape connectivity and they need increased connectivity along the Gwaun Valley.

**Over two years** (note funding secured for the first year) we will focus on the two biggest gaps in the woodland network. The first and biggest surrounds Ty Canol & Pentre Ifan woodlands; where a few landowners have large fields, scalped hedges and apply excessive slurry. Planting blocks of woodland will link outlying copses and buffer existing woodland to protect against slurry. Engaging with business-motivated farmers is challenging but with fewer farms, progress could be fast. The Farm Liaison Officer we need will be a Welsh-speaking farmer and conservationist with excellent experience. The capital funding pot will be a major inducement; we can directly fund work, responding quickly to local needs, rather than rely on signposting time-poor farmers to potential grants. We will also advise on nature-friendly farming benefits for crop and livestock yields and reducing pollution, flooding and drought.

The second gap is fragmented habitat characterised by small historic field boundaries and some mature hedges. Thickening up hedges through planting and laying and natural regeneration through changing grazing will be supplemented with strategic planting. Working across multiple ownerships is the challenge here, but many smallholders are conservation-minded. Alongside help from the Farm Liaison Officer, the new Wilder Engagement Officer would generate action at a community level and build a volunteer team. Community engagement has started and proves enthusiasm for the project. We’ve delivered 3 environmental education and poetry sessions at Ysgol Llanychllwydog and 30 people attended a talk for the Brynberian Biodiversity Group, including 2 farmers.

We have a budget for surveys and licences to ensure planting is carried out sensitively. The capital pot would fund trees, planting with volunteers and/ or contractors, fencing and infrastructure. This year we bought Trellwyn Fach in the Gwaun Valley; currently sheep grazed and perfect for woodland restoration, it can be used as a demonstrator site.

Expected outcomes (note, these would be delivered over two years)

* Based on the known woodland planting and infrastructure costs, we can restore and reconnect habitats covering 8-10 hectares in total, making a substantial difference in the two target areas. Please note, maps of the wider project and target areas are available on request
* We will engage with 20 famers/ landowners/ smallholders a year giving advice and carrying out practical work where it will benefit the project. We are in contact with private landowners who used to be part of a Woodland Forum, who would like the Forum to re-start and we will do this..
* We will liaise with 8 communities in the area including in Brynberian, Moylgrove and Newport and build links with Coppicewood College and Pentre Ifan education centre. We will work with the principles of Community Organising to support and empower communities to take positive action for the project. This could include training people to help survey and monitor habitats, with help from the West Wales Biodiversity Information Centre.
* We will dovetail our farmer, landowner and community work with the work of the Pembrokeshire Coast National Park Authority, Cwm Arian and the West Wales Rivers Trust, all of whom are involved in aspects of landowner advice. We also have the support of two PCNPA Rangers who grew up in this area and are Welsh speaking.
* We will work with West Wales Biodiversity Information Centre and NRW to produce a detailed map of the area with layers showing presence of rare species, areas at risk of ammonia pollution and further opportunities for connecting and expanding habitats which can be used to focus landowner advice and future grants. We will work with Jessica and Jamie Seaton, creators of the business and fashion brand ‘Toast’, who have offered to help craft a vision for the ongoing programme of work.
* We will work with Sarah Beynon of ‘Bug Farm’ on a framework and covenants to protect land that has been improved for wildlife, to ensure future security.

**Background to our Wildlife Trust**

We are one of 46 Wildlife Trusts spanning the UK. Each Wildlife Trust is an independent charity so we can respond to local needs and opportunities quickly. We also work in close partnership with other Wildlife Trusts in Wales and across the UK and you will have a chance to network and share experience with similar staff across the movement. This will include online meetings and occasional in-person conferences as well as training opportunities.

Our Wildlife Trust ‘WTSWW’ is the fourth largest Trust by area. We own and manage 110 nature reserves, work with around 500 volunteers and have around 10,000 members. Our mission is to rebuild biodiversity by creating and enhancing wildlife havens within and outside nature reserves, and engaging with people. To value and take action for nature, first people need to care about nature, and that lies at the heart of our work with people. We are committed to equality, diversity and inclusion and are working to ensure that everybody has the same opportunity to experience wildlife and participate in nature's recovery.

Our strategy closely engages with the TWT (The Wildlife Trusts) strategy. Our strategy has also been guided by, and is as far as possible consistent with, the WTW (Welsh Wildlife Trusts) strategy, reflecting the principles and values which we share with the other Welsh Wildlife Trusts, but also taking account of our local perspective and specific interests. Many of our activities will be carried out in partnership with WTW and TWT.

The Wildlife Trusts in Wales believe that nature is integral to our lives. People are part of nature and all life on earth is mutually interdependent. Everything we value comes from nature and everything we do impacts upon wildlife.

The WTW three key themes and goals aligned with those of the TWT Strategy listed below are also WTSWW key goals:

**Action for Nature**

Key Goal: 30% of land and sea managed for nature by 2030

**Action with people**

Key Goal: One in four people taking action for nature by 2030

**Action on Climate**

Key Goal: Achievement of Net Zero by 2030

As part of our small and dedicated ‘nature recovery’ team, you will contribute to our *30 by 30* target – 30% of Wales’ land and sea protected and positively managed for nature by 2030. This is one of three key goals detailed in our new strategy (see below). Essentially, by increasing habitat extent and connectivity on a landscape scale, we seek to expedite the rate of nature recovery and improve nature resilience throughout our large area of operation, and Wales as a whole.

**Links to more information:**

*For more information on our strategy follow this link:* [Our Wilder Strategy | The Wildlife Trust of South and West Wales (welshwildlife.org)](https://www.welshwildlife.org/our-strategy)

*You can also browse our website for more information about our Wildlife Trust:* [***www.welshwildlife.org***](http://www.welshwildlife.org)***.***