

Tor to Shore Farm Adviser

January 2026



Cornwall
Wildlife Trust

Creating a **Cornwall**
where **nature** thrives

Introduction

For too long conservation efforts on land and at sea have been fragmented. Cornwall Wildlife Trust aims to change that through Tor to Shore, an ambitious and unique project spanning across both land and sea, one of the first of its kind in the UK.

Spanning from the granite boulders of Helman Tor, through farmland surrounding Par River, into the magnificent waters of St Austell Bay, we aim to create a thriving landscape rich in wildlife but importantly connecting nature and people. We will bring back rewilding principles to our reserves, work with farmers to support sustainable farming practices, and work with local fishers and communities to protect Cornwall's marine habitats. We will also work with local communities, to highlight nature's value and empower communities to take action, so together we can create a Cornwall where nature thrives.

This landscape-scale project will demonstrate that joined up efforts to create bigger, better, more connected land and seascapes can be transformative for nature recovery and local communities.

The role of Farm Adviser is key to enabling sustainable land management and habitat enhancement to create a landscape scale local nature recovery network from source to sea. We are looking for someone to join us who both shares our mission and vision for nature recovery. We look forward to hearing from you and I wish you every success with your application.



A handwritten signature in grey ink that reads "Callum".

Callum Deveney, Director of Nature Recovery
Cornwall Wildlife Trust



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About us

Where we've come from ...

For more than 60 years, Cornwall Wildlife Trust has been working to protect Cornwall's wildlife and wild places.

Although a local, independent charity, we are part of a national movement of 46 Wildlife Trusts, all with a shared purpose.

Our vision ...

... is of a Cornwall where nature thrives, with our wildlife and wild places valued and enjoyed by all.

A Cornwall where currently rare and threatened species are once again a normal part of our countryside, skies and seas. Where healthy oceans, soils, rivers, wetlands, woodlands, moors, grasslands, sand dunes and other ecosystems are recognised for the roles they play. Where every child in Cornwall grows up with access to beaches and green spaces. And where we're all connecting with, benefiting from and taking action for nature.



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Helman Tor, Cornwall Wildlife Trust's largest nature reserve, will be home to one of our most ambitious and exciting projects, as we look to implement rewilding principles at the site.

Photo: Ben Watkins



Our values

- We are **Passionate** and **Inspiring**: We believe in our vision of a Cornwall where nature thrives and know that what we do matters. We are committed to our work and inspire others to join us.
- We are **Knowledgeable** and **Authentic**: We bring expertise and credibility to our work, ensuring actions and decisions are grounded in integrity, accountability, evidence and practicality.
- We are **Inclusive** and **Enabling**: We know we cannot turn the tide on nature's decline alone and that everyone has a role to play. We listen to, learn from, collaborate with, involve, educate and empower others to deliver change.
- We are **Focused** and **Impactful**: We are ambitious and determined to deliver impact. We recognise the need to be creative, applying bold new approaches alongside the things we know already work.



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Every person in Cornwall Wildlife Trust has an important role, living our values as we work towards a Cornwall where nature thrives.



Our strategy


To halt nature's decline, **we need** more space for nature (bigger, better and more joined-up), active nature restoration (not just the protection of what remains) and reduced pressure on nature everywhere (be that from development, pollution, habitat loss, intensive farming and fishing, or climate change). But we can't do this alone.

We will ensure more areas of land and sea are managed well for wildlife, by informing, involving and inspiring more people, from all spheres, to take action for nature.

How? Through our four impact objectives, as outlined in our full strategy ([here](#)):

1. Demonstrating what is possible and inspiring others through our conservation delivery
2. Supporting and advising others on how to reduce negative pressures and create positive outcomes for wildlife
3. Engaging and mobilising individuals and groups to use their time and resources to participate in practical action
4. Campaigning and advocating, as we use our voice to call for better decisions for nature from those in power

The above are supported by four enabling objectives, including the need to increase awareness and inspire engagement. This position will play a key role in driving this forward, providing an exciting opportunity to contribute to our vision.



Under Cornwall's waves lies a vibrant marine world. But like on land, nature at sea needs support. Cornwall Wildlife Trust's 2030 strategy considers how marine and terrestrial work can complement one another to ensure the biggest impact for nature.

Tor to Shore

Cornwall's State of Nature 2020 report shows clear and ongoing declines in wildlife, driven by habitat loss, fragmented landscapes, polluted and degraded rivers, pressures on marine ecosystems and the accelerating impacts of climate change. Intensive farming, fishing and development have compounded these pressures, leaving just 24% of rivers in good ecological condition and placing iconic marine habitats such as seagrass and maerl at risk. These combined threats are reducing the resilience of species and habitats across Cornwall, while many local communities continue to face deprivation and barriers to accessing nature. Tor to Shore will enable rewilding of nature reserves, improved land and water management, and community-led action, recognising that Cornwall's ecosystems are interconnected and must be restored together. There are four 'project area vision statements' that clearly align with Cornwall Wildlife Trust's own strategic objectives:

Rewilding for Nature and Reconnecting with Communities

Rewilding Helman Tor to support key species through habitat creation and heritage livestock, while improving community access and connection via a new Community Hub at Crenney Farm.

Catchment Resilience for Waterways, Wildlife and Farming

Restoring the river catchment through natural processes, wild beaver reintroductions and sustainable farming, improving wildlife and water quality while maintaining food production.

Thriving Marine Life, Healthy Seas and Productive Fisheries

Protecting and enhancing St Austell Bay by understanding blue carbon habitats, improving water quality and supporting sustainable fisheries and voluntary marine protection.

Community Empowerment and Inclusion, Enabling Nature Connection and Action

Removing barriers to nature access, supporting wellbeing, education and volunteering, and empowering communities to take action for nature.



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Role Outline

Cornwall Wildlife Trust is currently recruiting a Farm Adviser to work with farmers and landowners in the Tor to Shore project area to understand their businesses, identify nature-friendly farming opportunities and build long-term working relationships, promoting the vital role of farmers and landowners within the Tor to Shore project. This work aims to facilitate the implementation of sustainable land management practices and enable the recovery of wildlife on farms and in rivers, while maintaining food production.

Through Tor to Shore, as well as schemes such as Environmental Land Management Schemes (ELMS) and England Woodland Creation Offer (EWCO), there are many opportunities for landowners to reduce pressures on land and enhance natural areas through management and planting (e.g. soil sampling, nutrient management plans, agroforestry and silviculture). There are also many landowners who want to create and enhance habitats across the catchment, and we are here to help with this.

The role will require a strong communicator who is happy to spend time on farms, building relationships and finding mutually beneficial solutions for wildlife, water and farming – with a landscape recovery focus. The work will include responsibility for capital grants and funding applications, to part-fund farm improvements.



Role Summary

Title: Tor to Shore Farm Adviser

Purpose: Cornwall Wildlife Trust is currently recruiting a Farm Adviser to work with farmers and landowners in the Tor to Shore project area to encourage and support sustainable land management practices and habitat enhancement or creation, while promoting food production.

Team: Tor to Shore

Salary: Band D - £26,228-£31,930, pro rata

Hours: 3 days per week (22.5 hours)

Contract type: 5-year fixed term, subject to confirmation of funding

Start Date: 30th March 2026

Location: Cornwall Wildlife Trust's HQ, based in our Five Acres nature reserve, until the Creney Farm development of reserves barn and offices are complete after which this will be the main base, with regular working from home supported

Reports to: Tor to Shore Project Manager

Key internal relationships: Tor to Shore Project Team, Cornwall Farm Advice Team, Cornwall Farm Advice Manager

Responsibilities

- Visit existing farmers and landowners in the Par River catchment to build on existing opportunities identified in the Development Phase.
- Conduct farm visits and habitat surveys with new farmers and landowners to identify opportunities to integrate sustainable land management practices and encourage uptake of ecological recommendations, through emerging Environmental Land Management Scheme and additional environmental schemes e.g. EWCO
- Deliver farmer workshops across the project area to engage with additional landowners and help share important agricultural and conservation practices around soil and nutrient management, the impact on water quality and ecology and legislative requirements such as the Code of Good Agricultural Practice and the Silage Slurry and Agricultural Fuel Oil Regulations.
- Identify, administer and deliver the capital grant scheme to fund farm and wildlife improvement projects.
- Record activity into the online project database and map outputs using the land engagement app.
- Work with multi-skilled colleagues within the farm advice team and across the trust to draw on colleagues' strengths and expertise where necessary.
- Promote joined up thinking in the catchment through effective communication with other delivery officers, including Cornwall Council, Natural England, Catchment Sensitive Farming, Environment Agency as well as South West Water.
- Assist in promoting Cornwall Wildlife Trust's farm advice services across Cornwall.
- Participate in the Trust's performance and management scheme and undertake training as agreed with Senior Management Team.
- Carry out all duties and responsibilities with reasonable care for health and safety and support the Trust's health and safety policies.
- Assist in other work of the Trust as appropriate.



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Par River in Luxulyan Valley, Farm Advice will assist in reducing agricultural run-off into the river catchment and improve water quality for freshwater and marine habitats

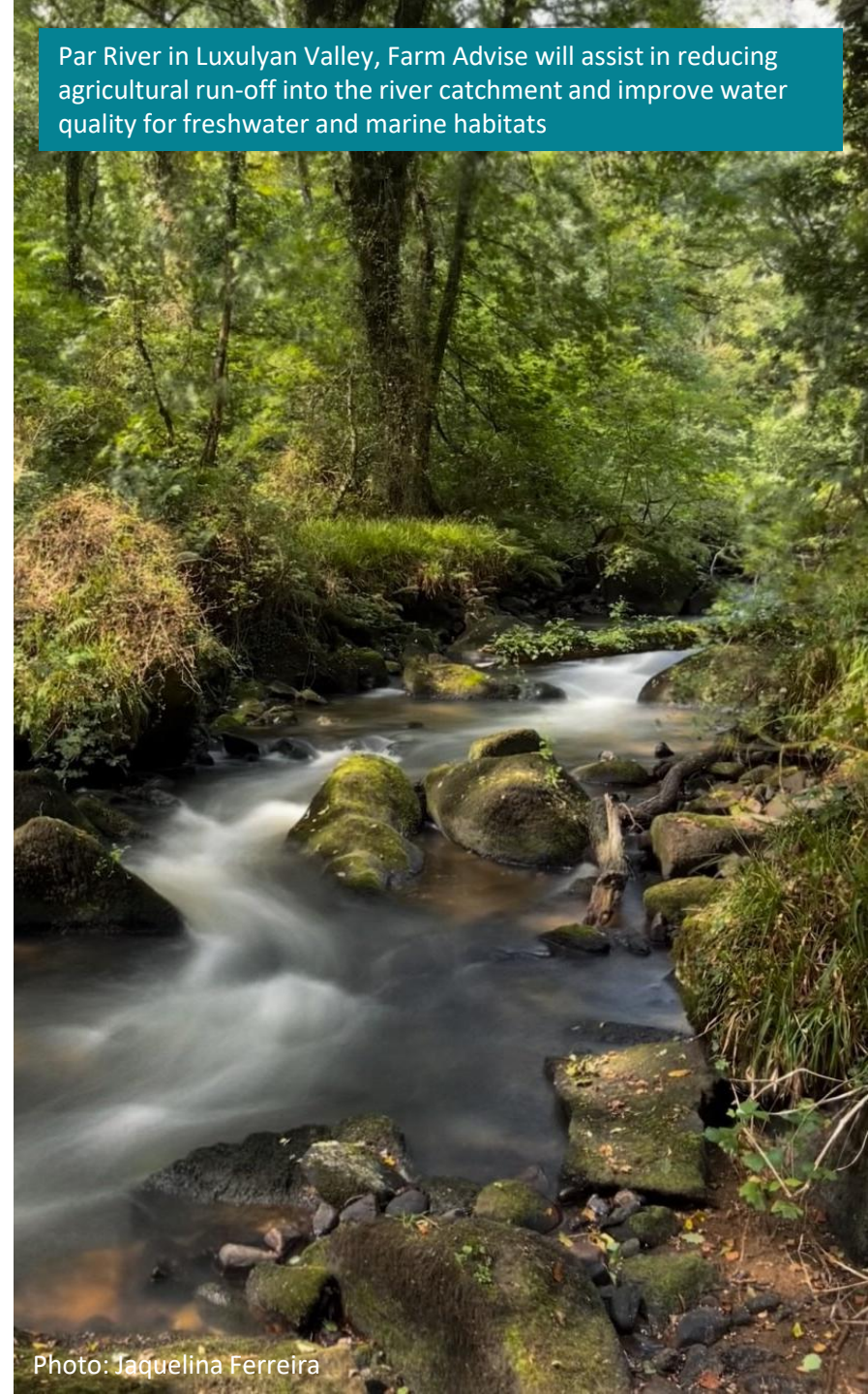


Photo: Jaquelina Ferreira

Person specification

		Essential	Desirable
Knowledge and experience	Degree or equivalent qualification in environmental subject	✓	
	Experience in land management and/or agriculture.	✓	
	Previous experience in delivering environmental projects.	✓	
	Applied understanding of using natural solutions to improve the environment.	✓	
	Experience of environmental legislation relating to the farmed environment.	✓	
	Experience of delivering projects on time, to budget and in line with agreed outputs and outcomes.	✓	
	Computer literate in all basic Microsoft software packages	✓	
	Experience of supporting Environmental Land Management Scheme applications and farming systems.	✓	
	Knowledge and understanding of farmyard infrastructure.	✓	
	Understanding of how to integrate environmental improvements into agricultural systems, including new concepts such as agroforestry and Silvi pasture.		✓
	Understanding and experience of using GIS, geodatabases to record and interrogate outputs.		✓
	Other environmental experience which is applicable to farm advice e.g. UKHAB and ecological surveying, grassland surveys, understanding of livestock / grassland systems, understanding of practical farming / experience working with farmers, nutrient management and IPM plans, soil health assessment, whole farm plans, SFI / CS and restoration / management		✓
	FACTS and BASIS qualifications.		✓
Skills	Excellent communicator with proven track record in developing strong working relationships with farmers, landowners and other stakeholders.	✓	
	Ability to provide clear, concise written material in a variety of formats for a variety of audiences.	✓	
	Strong at diplomacy and negotiation.	✓	
	Excellent time management and the ability to prioritise a varied workload.	✓	
	An ability to work with minimal supervision.	✓	
Personal qualities	Committed to the vision and values of Cornwall Wildlife Trust.	✓	
	Strong listening and communication skills.	✓	
	Empathetic, tactful and open-minded.	✓	
	Highly self-motivated and professional with high standards	✓	
	Enthusiastic and approachable.	✓	
Other	Full clean driving licence	✓	
	First Aid Qualified		✓

Finally ...

Other details

- Events and meetings relevant to the role may be held outside office hours.
- Cornwall Wildlife Trust operates excellent toil and flexible working policies
- Enhanced company holiday entitlement – starting at 25 days and rising to 30 days (one day extra for each year worked after three complete years served), with additional time off between Christmas and New Year
- Employees have access to the Employee Assistance Programme (24/7 counselling service) and Employee health and wellbeing portal upon successful completion of probationary period
- Cornwall Wildlife Trust provides a stakeholder pension.
- The successful candidate will have the opportunity to visit and spend time at some of Cornwall's most beautiful wild places

To apply

Please send a CV and supporting statement outlining your suitability against the person specification to recruitment@cornwallwildlifetrust.org.uk by midnight on Friday 20th February 2026.

If you are successful in your application, you will receive an invite for interview by the 25th February 2026.

First round interviews are planned for the 3rd March 2026, can be subject to change.

Thank you for your interest in joining our work to create a Cornwall where nature thrives.



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A photograph of a cow with white and brown patches grazing in a green field. In the background, there is a stone wall and a cloudy sky. The text "Creating a Cornwall where **nature** thrives" is overlaid on the image.

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Photo: Ben Watkins