

Farm & Ecology Adviser Recruitment Pack

Photo: Ben Watkins



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Wildlife Trust

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Photo: CWT

Introduction

Thank you for your interest in the role of Farm & Ecology Adviser at Cornwall Wildlife Trust.

Cornwall Wildlife Trust is part of a network of 46 Wildlife Trusts across the UK. With the support of our members, volunteers, partners and landowners, we manage 59 nature reserves and work to protect and restore Cornwall's wildlife and natural environment.

Our vision is for a Nature Recovery Network across Cornwall, connecting wildlife sites, supporting nature recovery and helping communities to care for the environment where they live.

The Farm & Ecology Adviser role is an important part of delivering this vision, working with farmers, landowners and partners to promote sustainable land management and create better outcomes for nature.

We are looking for someone who shares our passion for nature recovery and is committed to making a positive difference across Cornwall. We look forward to hearing from you and wish you every success with your application.



Tom Shelley – Head of Landscape Recovery



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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. Where currently rare and threatened species are once again a normal part of our countryside, skies, and seas. Where children grow-up surrounded by wildlife. And where we're all connecting with and taking action for nature – benefiting our health and wellbeing and ensuring a future for nature in Cornwall.



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Photo: Stuart Coleman



Role Summary

Title: Farm & Ecology Adviser

Team: Cornwall Farm Advice

Salary: Band D - £26,228-£32,569, (pro rata for part-time)

Hours: the role can be 4 days (30 hours) or 5 days a week (full-time 37.5 hours per week).

Contract type: Permanent

Location: Cornwall Wildlife Trust's Headquarters, based in our Five Acres nature reserve, Allet Common, Truro, Cornwall, TR4 9DJ

Reports to: Cornwall Farm Advice Project Manager

Key internal relationships: Nature Reserves Teams, Landscape Recovery Project Teams

Key Responsibilities

Overall, Purpose of the job:

Work with farmers and landowners across Cornwall to identify practical, cost-effective opportunities for nature-friendly farming and sustainable land management.

Build strong relationships and collaborative landowner networks to support wildlife recovery, improve farm resilience and enhance the natural environment.

Support capital grants and funding applications where appropriate to deliver improvements to farm infrastructure and habitats.

Main Responsibilities:

- Carry out farm surveys and encourage uptake of ecological recommendations including new tree planting, be that agroforestry, silvopasture or woodland.
- Work with multi skilled colleagues within the farm advice team and across the trust to draw on their strengths and expertise where necessary.
- Develop Whole Farm Plans to find holistic solutions to help grow the farm business and the environment in parallel and in perpetuity.
- Signpost farmers and landowners to relevant external funding sources and subject matter experts.
- Provide advice on the Environmental Land Management Schemes and how this fits in with current and future farm practices and any existing stewardship schemes.



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Key Responsibilities Cont.

- Promote joined up thinking through effective communication with other delivery officers, including Cornwall Council, Cornwall National Landscapes, Natural England, Catchment Sensitive Farming, Environment Agency, Rural Payments Agency.
- Work with individual farmers and farm groups 'clusters' to find opportunities to improve infrastructure and change land management practices, underpinned by a need to enhance wildlife habitats.
- Administer and deliver capital grant schemes to part-fund farmyard infrastructure improvements.
- Provide practical advice on soil and nutrient management.
- Work to ensure surveys are delivered and findings communicated effectively.
- Through the work above, advise landowners on legislative requirements such as cross-compliance, the Code of Good Agricultural Practice and the Silage Slurry and Agricultural Fuel Oil Regulations.
- Record pertinent activity into the online project database and map basic outputs.
- Deliver farmer workshops across Cornwall to help share important agricultural and conservation practices.
- Help drive Cornwall Wildlife Trusts 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.
- Carry out occasional work outside of normal office hours where appropriate.



Person Specification

Desirable Experience & Knowledge:

- FACTS and BASIS qualifications.
- Experience of supporting Countryside Stewardship applications.
- Understanding of how to integrate environmental improvements into agricultural systems, including new concepts such as agroforestry.
- Understanding and experience of using GIS, geodatabases to record and interrogate outputs.
- Knowledge and understanding of farmyard infrastructure.
- 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.

Essential Experience & Knowledge:

- 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.
- Knowledge of designated site protection, status and assessments.
- 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 software packages.
- Must have a full driving licence and use of a vehicle for work.



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Person Specification Cont.

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.

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.



Terms & Conditions

- Typical hours are 8.30am – 4.30pm
- Hybrid working arrangements will be considered. Occasional weekend work may be required to support our wider work, this would be on a TOIL basis.
- 'Hot desks' and free onsite parking will be available at our Headquarters office at Five Acres
- Stakeholder pension scheme
- Cornwall Wildlife Trust operates excellent TOIL and flexible working policies
- Enhanced company holiday entitlement – starting at 25 days plus bank holidays and rising to a maximum 30 days over a period of time (1 day extra for each year worked after 4 complete years served)
- Access to the Employee Assistance Programme (24/7 counselling service) and Employee health and wellbeing portal
- Cycle to Work (salary sacrifice) Scheme



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To apply ...

For this role, applications are only accepted on a completed application form, **we DO NOT accept CVs and covering letters for this position.**

Applications should be sent to recruitment@cornwallwildlifetrust.org.uk

Application deadline is midnight on **Sunday 27th September 2026**

Interviews will be held on **Thursday 8th October 2026** at our HQ, Five Acres, Allet, Truro, Cornwall, TR4 9DJ. Microsoft Teams meeting option available if out of county/country with a potential face to face follow up meeting.

To discuss the post please contact Martin Davies, Cornwall Farm Advice Project Manager martin.davies@cornwallwildlifetrust.org.uk



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Photo: Adrian Langdon

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