

## Severn Treescapes Trees and Woodland Advisor

**We are recruiting for Severn Treescapes Trees and Woodland Advisor**

**Job Purpose :**

Support farmers and landowners to restore and connect wooded habitats, traditional orchards, wood pasture and ensure veteran tree connectivity in the landscape.

**Place of work :**

Gloucestershire Wildlife Trust, Robinswood Hill Country Park, Reservoir Road, Gloucester GL4 6SX. (With the option of hybrid working).

**Team :** Evidence and Connected Landscapes.

**Salary :** £26,735 – £31,190 depending on experience.

**Term :** Permanent, Full-time, 35 hours per week, Monday - Friday 9:00AM to 5:00PM (1 hour for lunch)  
Occasional evening and weekend working may be required.

**Probationary period :** 6 months

**Responsible to :** Severn Treescapes Project Manager

**Responsible for :** Volunteers.

**Key Relationships(Internal) :** Head of Evidence, Head of Landscape Recovery, Lead Farm Advisor, other members of Treescapes team.

**Key Relationships (External):** Landholder relationships, Forestry Commission, People's Trust for Endangered Species (PTES), Woodland Trust, Natural England, Soil Association, Worcestershire and Herefordshire Wildlife Trusts.

## Project Overview

The Severn Treescapes project will create a 60-mile north-south corridor (1728km<sup>2</sup>) across 3 counties achieving 30% woodland cover by 2035. It uniquely tests woodland creation at scale across productive landscapes, connecting people and nature. The area covers Gloucestershire, Herefordshire and Worcestershire from Lower Wye Valley through Forest of Dean, Leadon Vale and Malvern Hills, to the Wyre Forest.

Severn Treescapes connects four nationally important landscapes providing enhanced ecological resilience, multiple ecosystem services and engaging urban and rural communities. It increases tree connectivity across higher grade agricultural areas through hedgerows, woodland belts, traditional orchards, wood pasture, silvopasture, silvoarable and agroforestry. Large-scale broadleaved woodland creation is likely to be on the lower grade marginal land and steeper slopes.



## Main Responsibilities

The post will be split between working on core Severn Treescapes delivery through working with farmers and landholders to increase wooded habitat coverage across the project area and delivering our Dead Wood Society Project (subject to final grant agreements).

As the Trees and Woodland Advisor you will deliver on farm advice regarding woodland creation and tree planting against the objectives of the Severn Treescapes project: Wye to Wyre, connecting nature and people.

You will engage with landholders and farmers to match tree planting aspirations to available planting sites by promoting woodland expansion and access to both private and public funding schemes.

You will assist landholders and farmers to apply for appropriate woodland creation and management funding schemes e.g., English Woodland Creation Offer.

As part of our Environment Agency funded work, you will undertake site visits, compile farm reports, working with landholders to achieve outcomes for nature and farm business, appoint contractors or volunteers and oversee the work of habitat creation.

You will provide a range of targeted outreach activity and events to generate interest among landholders and farmers to apply for grant applications to government funded woodland creation and CS woodland management schemes, BNG and carbon investment.

## Main Responsibilities

### **Dead Wood Society :**

You will deliver on farm advice regarding traditional orchards and wood pasture, and other tree and hedgerow planting that will ensure future connectivity of veteran trees and dead wood habitats.

You will work with national species experts to develop and scope essential research questions.

You will arrange and lead (with expert consultants) workshops for orchard owners to demonstrate best practice and build on the enthusiasm and contacts made in the Severn Treescapes TCAF project.

Recruiting and working with local volunteers will be a key part of this role, as well as arranging suitable training and overseeing the development of citizen science projects.

You will have excellent communication and IT skills, experience of managing budgets and partnership projects, and a sound understanding of both English agriculture, forestry and woodland.

Introductory training to Forestry Commission Woodland grant schemes will be provided at the start of the posts.

## Job Specification/Key Tasks

- Undertaking direct delivery of advice to landowners/farmers, influencing them to make behavioural and management changes on their farms.
- Co-ordinate, deliver and participate in events to help with the promotion and awareness raising of the core messages (including orchard workshops in key strategic areas within the project geography)
- Appoint and manage contractors to undertake planting and habitat creation projects on private land.
- Prepare and submit monthly progress reports to the project manager to ensure adequate monitoring of the programme.
- Contribute to annual reporting schedules.
- Liaise with national species experts and draw up citizen science monitoring programmes and research questions
- Responsible for managing landholder-project budgets
- Responsible for ensuring we meet time schedules and funding requirements.
- Ability to work with a range of landowners, land managers and colleagues to identify the best locations and types of habitat creation and management to help nature's recovery.
- Liaison, internally with Wildlife Trust staff and externally with project partners.
- Representing the Wildlife Trust at events and through various media
- Contribute to promotional material and to the website.

### Technical Knowledge:

- A good working knowledge of the woodland and agroforestry sectors, practices and economies.
- A good working knowledge of the lowland farming sector, practices and economies.
- Working knowledge of the principles and practice of traditional orchard management and creation and the monitoring of sites.
- A good knowledge of the agricultural and woodland policy framework and land-based funding incentives.

## Person Specification

A. Knowledge	Essential	Desirable
A thorough understanding of farm systems, both arable and livestock, and other rural land management practices.	✓	
Well informed regarding agri-environment and woodland grant schemes.	✓	
A good understanding of priority habitats and species and how best to conserve and enhance them.	✓	
A good understanding of relevant legislation in respect to nature conservation, agricultural & forestry regulations and health and safety.	✓	
A thorough understanding of traditional orchard and agroforestry management practices and economics.	✓	
Capable of identifying priority orchard and wood pasture habitats and advising on their management/restoration.		✓
An understanding of ecosystems services, natural capital and natural processes and their role in future land management schemes.		✓
A degree in a relevant or related subject (e.g. ecology, countryside management or agriculture) or relevant experience.	✓	



## Person Specification

<b>B. Experience</b>	<b>Essential</b>	<b>Desirable</b>
Experience in project management, including budget management and compiling grant claims.		<input checked="" type="checkbox"/>
Experience in delivering conservation advice to landowners and land managers on a range of environmental topics.	<input checked="" type="checkbox"/>	
Experience in planning practical habitat interventions and managing the delivery of work through coordinating contractors.	<input checked="" type="checkbox"/>	
Experience of working with a range of stakeholders within a partnership setting.	<input checked="" type="checkbox"/>	
Experience in supervising volunteers and citizen science programmes.		<input checked="" type="checkbox"/>
<b>C. Skills</b>	<b>Essential</b>	<b>Desirable</b>
Experience using IT software including email, MS Word, PowerPoint, Excel and videoconference apps.	<input checked="" type="checkbox"/>	
Time management skills and an ability to prioritise and work under pressure to tight deadlines.	<input checked="" type="checkbox"/>	
GIS data and mapping skills.		<input checked="" type="checkbox"/>



## Person Specification

First aid certificate.		<input checked="" type="checkbox"/>
Good organisational skills.	<input checked="" type="checkbox"/>	
Ability to negotiate and persuade tactfully to secure positive environmental outcomes on farms and other land.	<input checked="" type="checkbox"/>	
Strong communication skills, both orally and in writing, to a wide range of different audiences.	<input checked="" type="checkbox"/>	
<b>D. Personal</b>	<b>Essential</b>	<b>Desirable</b>
Commitment to nature conservation.	<input checked="" type="checkbox"/>	
Self-discipline, confidence with an assertive but friendly manner.	<input checked="" type="checkbox"/>	
Self-starter and goal achiever with the desire to continue to develop skills and knowledge.	<input checked="" type="checkbox"/>	
A flexible approach to managing a changing workload with a willingness to work occasional weekends and evenings.	<input checked="" type="checkbox"/>	
A positive and mature approach with integrity, tact and diplomacy	<input checked="" type="checkbox"/>	





## Person Specification

Excellent networking skills and the ability to build rapport quickly, and able to work independently and as part of a team.		
A clean driving licence and own vehicle available for business use.		

## Training and Development

As part of its commitment to investing in its people, The Gloucestershire Wildlife Trust trains and supports its staff in the delivery of their duties. Advice will be given in drawing up a personal development plan and all suggestions considered according to resources available and the over-riding priorities of the Trust. An appraisal process is carried out every year.

## Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff, whether temporary, part-time or full-time; ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination. A full copy of the policy is available on request.

## Introduction to Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We aim to play a central role in tackling the ecological and climate emergencies in Gloucestershire, working closely with local communities and our partners. This needs 30% of the land supporting nature’s recovery by 2030 and unlocking the potential of nature-based solutions to mitigate and adapt to the impacts of climate change. By working in partnership with farmers and landowners, we aim to create ten Nature Recovery Zones where wildlife will thrive alongside food production. These will cover over 60,000 hectares, including increasing our own nature reserves from 1,100 to 1,700 hectares. Alongside this we will collaborate on large scale cross-boundary ecosystem restoration projects.

Nature’s recovery depends on the Gloucestershire’s people. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment. We want to make nature more inclusive by reaching 1 in 4 people and ensuring more people have access to nature on their doorstep. We want to empower at least 20,000 people to take meaningful action for nature, particularly by harnessing the energy of our volunteers and young people.

Our purpose is a simple one – to ensure nature’s recovery together with the people of Gloucestershire.

Our vision is for a natural world in recovery, where nature-based solutions are tackling the climate crisis and people are taking action for wildlife.

Our priorities are outlined in our Strategic Plan: Wild Places, Natural Solutions - <http://www.gloucestershirewildlifetrust.co.uk/about-us/who-we-are/strategic-plan> .

## Terms of Employment

- Contract - Full time, 35 hours per week, permanent.
- Probationary period of 6 months, in which time you will be expected to establish your suitability for the post.
- This role will be based at the Trust offices at Robinswood Hill Country Park, Reservoir Road, Gloucester, GL4 6SX, but there will be a need for regular travel across the Severn Treescapes project area (all three counties).
- The normal working day is 9am to 5pm (1 hour for lunch) Monday to Friday.
- Occasional evening and weekend working may be required
- Overtime is not paid but time off in lieu may be taken, where appropriate.
- The post-holder will need to be able to drive and have access to their own transport, for which a mileage allowance will be paid in accordance with GWT's Expense Policy.
- The post-holder may be required to assist with other areas of work and therefore should be prepared to undertake other duties appropriate to the post.
- The post-holder will abide by GWT's Health and Safety policies and guidance.
- The post-holder will need to have a reasonable level of fitness and mobility and be able to spend a significant amount of time outside, sometimes on difficult terrain.
- A contributory pension scheme is in operation and the post holder is entitled to 25 days paid leave per year pro rata (rising to 30 days through service) in addition to public holidays and Christmas closing period.

## How to Apply

To make an application, please send a CV and covering letter to [hr@gloucestershirewildlifetrust.co.uk](mailto:hr@gloucestershirewildlifetrust.co.uk) by midnight on Sunday, 27th April 2025.

Interviews will be held in person on Wednesday, 07th May 2025.

Thank you for your interest in this position and we look forward to receiving your application.