

SUSTAINABLE FARMING ADVISOR JOB DESCRIPTION

Location: Hybrid working: Office-based OR can be from home and office facilities available in Bangor, Gwynedd or Aberduna, Denbighshire

This is a full-time, fixed-term position until September 2028 (3 month probationary period), with a possibility of extension.

Responsible to: Galwad Programme Manager

OVERALL PURPOSE OF THE JOB

- Increase the provision of independent advice and guidance on sustainable land management practices on farms and forests across North Wales
- Build long-term, positive working relationships with farmers across North Wales, and assist their entry into the Welsh Government Sustainable Farming Scheme and access to grants
- Raise the profile of the Galwad Farm Advisory service and promote its range of services

MAIN RESPONSIBILITIES

- Respond to enquiries from farmers and foresters on land management issues (via Wildlife Trust and Farming Connect channels)
- Proactively generate new leads with farm and forestry businesses to secure future advisory work
- Network with farm and forestry industry contacts (e.g. partner organisations, farming unions)
- Maintain up-to-date knowledge of the Sustainable Farming Scheme and Universal Actions
- Maintain up-to-date knowledge on relevant Welsh Government legislation and Wildlife Trust strategy
- Contribute to the delivery of on-farm training and demonstration events
- Represent Galwad at regional and national agricultural shows and events
- Contribute to the delivery of strategic projects (e.g. in designated landscapes)
- Contribute content to the Galwad website and social media channels
- Produce technical reports and update farmer engagement records on CRM/GIS database
- Attend team meetings and liaise with other Wildlife Trust land management advisors
- Provide monthly reports and time logs
- Undertake continuous professional development where necessary

For the organisation to work effectively you may be required to assist with other areas of work and therefore, you should be prepared to undertake other duties appropriate to the post, and any other reasonable duties required.

All staff are ambassadors for the organisation both internally and externally and are expected to always act in a professional manner. They are required to abide by organisational rules, policies and procedures as laid down in the staff handbook, adopt environmentally friendly working practices, set and maintain high personal standards of efficiency and customer care and foster a 'can do' culture based on ownership, initiative, teamwork and exchange of information.

JOB TITLE PERSON SPECIFICATION

Key competencies	Essential	Desirable
Strategic thinking		X
Ability to listen to the needs and wants of the customer and respond in a diplomatic way	X	
Ability to absorb complex information, and to communicate it to a non-expert audience in a concise and engaging way		X
Ability to prioritise workload	X	
Experience		
Providing advice and support to farmers and landowners	X	
Undertaking soil health assessments, nutrient management plans or whole farm plans		X
Carrying out species or habitat surveys (e.g. phase 1/UKHAB)		X
Dedication and commitment to the conservation of nature	X	
Building and managing relationships	X	
Communications (e.g. writing articles, website content etc.)		X
Knowledge and skills		
Degree in agriculture, environmental management, environmental science or sustainability	X	
Strong farm technical skills (e.g. animal science, livestock management, soil assessment or nutrient management planning)	X	
Working knowledge of Health & Safety and its application in this role		X
Strong IT and data management skills including GIS, Microsoft Word/Excel/Outlook/Powerpoint	X	
Strong customer service skills	X	
Knowledge of Welsh agri-environment schemes and farm assurance schemes		X
Knowledge of conservation priority species and/or habitats in Wales		X
FACTS and/or BASIS qualification		X
Good public speaker/presentational skills		X
Welsh Language Ability		X

Personal Qualities		
Personal and good communicator	X	
Team player	X	
Actively challenges the status quo to find new ways of doing things, looking for good practice		X
Ability to influence		X
Professional manner	X	
Problem solver	X	

*Info for insurance purposes only:
Percentage of clerical vs manual tasks in this role:
100% clerical/0% manual*