



Northumberland
Wildlife Trust

Land Advisor

Information Pack

Contact Details:

Paula Turner (HR and Payroll Officer)
Northumberland Wildlife Trust
St Nicholas Park, Gosforth
Newcastle upon Tyne NE3 3XT
0191 284 6884
paula.turner@northwt.org.uk



Who we are...

Northumberland Wildlife Trust was founded in 1971 to protect wildlife and promote nature conservation within Newcastle, North Tyneside and Northumberland. Today, our voice for wildlife is stronger than ever. We are a non-government funded charity, supported by membership, donations, local businesses and charitable trust grants.

Our vision and strategic objectives

A Wilder Future for our area

We want: Everywhere and everything here Wilder, including people's lives and jobs, with landscapes richer in wildlife and better-connected land, wetlands and seas.

We want: To reach more people, form more partnerships and play a greater part in wilding and greening locally and contribute globally to restoring nature and tackling climate breakdown.

We will create Wilder Places, Wilder People and a Wilder Future, with more, bigger and better joined up areas for wildlife to thrive, more people taking action and connecting to nature and influencing more decisions to secure nature's recovery locally, regionally and nationally.

We will achieve our vision by:

- Defending wildlife and wild places
- Enabling nature's recovery: protecting the best and improving the rest
- Inspiring people and communities to care and enabling them to act
- Influencing organisations to behave in nature's interest
- Growing our resources and partnerships to be more effective and agile

We will deliver our vision through three key strategic objectives

1. Lead nature's recovery
2. Inspire people and organisations to care and mobilise them to act
3. Ensure an agile green culture and sustainable NWT



We work as part of a national movement

There are 46 local Wildlife Trusts across the whole of the UK, the Isle of Man and Alderney, all working for an environment rich in wildlife for everyone.

With 850,000 members, we are the largest UK voluntary organisation dedicated to conserving the full range of the UK's habitats and species, whether they be in the countryside, in cities, or at sea. 135,000 of our members belong to our junior branch, Wildlife Watch.

We manage 2,300 nature reserves covering more than 80,000 hectares; we stand up for wildlife; we inspire people about the natural world and we foster sustainable living.

All 46 Wildlife Trusts are members of the Royal Society of Wildlife Trusts (RSWT) which operates a separate Grants Unit administering major funds on behalf of the Big Lottery Fund and the Landfill Communities Fund.

To find out more...

www.nwt.org.uk

www.wildlifetrusts.org

Nature Recovery Team

The Nature Recovery Team sits in the wider Conservation Team and is responsible for delivering nature recovery on land not owned by Northumberland Wildlife Trust. The team delivers land advice and support through the Wilder Northumberland Network, deliver practical conservation on partner sites and works on species recovery projects. Other elements of the team's role include responding to public enquiries, responding to planning applications, management of the Local Site system and data requests. The team also support the other teams within Northumberland Wildlife Trust with ecological advice and surveys.

The Land Advisor will be part of the Wilder Northumberland Network team. The Wilder Northumberland Network is a network for nature recovery in Northumberland. The network seeks to connect land managers who are currently or would like to undertake nature recovery actions including wilding. The Wilder Northumberland Network endeavours to increase connectivity across Northumberland, removing barriers to species movement whilst also creating more space for water and more space for trees and scrub. Naturalised grazing and diminishing management are key to letting nature lead, creating a Wilder Northumberland.



The network aims to inspire members, provide access to key resources and peer learning opportunities, offer expert advice and share local and national experiences.

The Network currently has 30 member sites covering over 30,000ha of Northumberland. A key priority of the network going forward is to support landowners with sustainable land management through offering support, events and expert advice. Northumberland Wildlife Trust has recently secured funding until the end of March 2030 to employ a Land Advisor to work with the Wilder Northumberland Officer to achieve this.

Job title

Land Advisor

Information for applicants

To apply for the position of Land Advisor, please complete the corresponding Application Form in full, and return it to me (contact details on the front of this pack) by the specified deadline.

Please note, CVs and/or covering letters will not be accepted.

If you require further information regarding any aspect of the application process, please do not hesitate to get in touch.

Thank you for your interest in Northumberland Wildlife Trust.



Job specification

Post title

Land Advisor

Location

The post will be based at St Nicholas Park, Gosforth, with additional workspace at Hauxley Wildlife Discovery Centre and other sites where available.

Responsible to

Nature Recovery Manager

Responsible for

- Volunteers
- Placements

Internal relationships

- Nature Recovery Team
- Northumberland Peat Partnership
- Estates Team
- Druridge Bay Team
- Rothbury Estate Team
- Marketing Team
- Other teams as required.

External relationships

- Landowners, land managers and farmers
- Local conservation groups
- Northumberland National Park Authority, Natural England, Environment Agency, local authorities and other partner organisations
- Members of public

Job role

This job is being offered as three to five days a week. Three days a week will be working as Land Advisor as detailed below. If the job is filled on fulltime basis the additional 2 days per week could include additional areas of work depending on the skills of the applicant:

Land Advisor – 3 days per week.

To work with the Wilder Northumberland Network to support land managers and encourage sustainable land management by offering high quality advice and events primarily in a 40-mile corridor between Whitelee Moor on the Scottish Border to the coast at Druridge Bay via the Rothbury Estate. An important part of the role will be to build relationships with land managers to understand their needs and how the



Trust can best support them whether that is through clusters, 1-2-1 support or through other means. A key early priority will be to understand the land within the corridor through mapping to identify key opportunities and barriers.

Potential additional areas of work if role is filled on a fulltime basis.

- Supporting the Trust with applying for and managing Countryside Stewardship Agreements
- Working with colleagues to support development of a grazing plan on NWT reserves.
- Deliver pond creation under District Level Licencing for greater crested newts.
- Work with land managers to apply for Countryside Stewardship funding for a range of objectives which could include mink control.
- Undertaking ecological surveys
- Advice work across the Trust

Main responsibilities

- Build relationships with land managers in a corridor between Whitelee Moor and the coast.
- Undertake mapping to understand the land in the corridor to identify opportunities and barriers.
- Organise and deliver events to support land managers – to include regenerative farming, Nature Friendly Farming along with events focused on key species and habitats.
- Offer one to one advice on supporting nature and sustainable land management including assisting with applications for funding.
- Develop a peer learning system for land managers within the corridor.
- Develop expertise in specialist areas of farming and ecology to best support the land managers within the corridor.
- Produce case studies of best practice.
- Manage own project budget.
- Keep accurate records and produce high quality reports.

Other responsibilities

- Act as an advocate for NWT.
- Attending meetings on behalf of the Trust.
- Assisting other teams within NWT with sustainable land management advice.
- Undertake other work as required.

Salary band

Scale C starting on C1 £26195 per annum fulltime (3 days pro rata - £15717 per annum)



Contribution to personal pension

5% of salary conditional on 5% being paid by pension holder and after probationary period.

Holidays

22 days basic (pro rata), plus the period between Christmas and New Year and all English bank holidays (pro rata). Where these are worked, time off in lieu is given. After three years' service, an additional day's leave will be awarded for each year worked, up to a maximum of 5 (pro rata)

Hours

This role is on offer for between 21 and 35 hours per week with some evening and weekend working required.
NWT operates a flexitime system.

Car & travel

A full driving licence is required as most areas of Northumberland are not accessible by Public Transport. Access to a car is desirable but NWT has a fleet of vehicles available for use.

Contract, probation & notice.

The post is offered as a fixed term contract until the end of March 2030. The probation period is 6 months. One month's notice period is required.

Person specification**Knowledge, skills & attributes**Essential

- Knowledge of agri-environmental schemes and other land-based funding schemes.
- Good knowledge of agricultural systems that can deliver wildlife and soil benefits.
- Good knowledge of farmland habitats and wildlife.
- Confident communicator able to build both new and existing relationships.
- Able to understand the issues facing land managers as well as conservation issues and find solutions.
- Able to work in a strategic approach to achieve end goals.
- Excellent organisational skills, able to effectively prioritise workload.

Desirable

- Knowledge of private finance opportunities.
- Understanding of farm businesses.



- Knowledge of farming in Northumberland and Northumbrian landscapes.

Experience

Essential

- Experience of working with farmers and landowners.
- Experience of finding common ground between people with different views
- Experience of communicating with a wide range of stakeholders through different means.
- Basic GIS mapping skills – especially QGIS or ArcGIS
- Competent in using Microsoft Office programmes.
- A current, full driving licence.

Desirable

- Experience of applying for and managing countryside stewardship schemes.
- UKHabs survey skills
- Experience in organising and running events.
- Experienced in ecological surveys and monitoring.
- High quality written skills, including report writing.
- High skill level in GIS
- Outdoor First Aid

Qualifications

Desirable

- Degree in ecology or agriculture or suitable experience.
- Relevant further study in ecology or agriculture.

Personality

Essential

- High level of enthusiasm, self-motivation and self-discipline
- Problem solver.
- Passion for nature recovery and strong interest in agriculture.
- Personable and approachable.
- Flexible approach to work.
- Good team worker but also self-motivated and happy to work alone.

