

Warwickshire
Wildlife Trust

Agricultural Adviser
Recruitment Pack
November 2026

warwickshirewildlifetrust.org.uk

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Ross Hoddinott/2020VISION

Welcome

Thank you for your interest in our Agricultural Advice Team at Warwickshire Wildlife Trust.

The 2023 State of Nature Report highlighted the continuing devastating loss of UK nature. One in six species are at risk of becoming extinct in the UK, and we live in one of the most nature depleted countries on Earth.
We must act fast, with ambition, and at scale.

Warwickshire Wildlife Trust is here to put nature into recovery, and we need your help.

By joining our agricultural advice team, you'll be on the front line, helping farmers, landowners and growers to support nature's recovery whilst enabling them to continue growing high quality food. You will be making a unique contribution to an incredible mission. People are at the heart of everything we do as an organisation, and with farmland covering 70% of Warwickshire it's critical we support farmers, landowners and growers to make space for nature and take action for wildlife.

As part of our Agricultural Advice Team at Warwickshire Wildlife Trust, you will work alongside colleagues in the team to help inspire and support farmers across the area. You will work closely with our Warwickshire Sustainable Farming Groups and the partners we work with to provide advice and guidance to farmers. Helping them to integrate nature into their business, apply for the Government's new agricultural grants, and support them to transition to a more nature friendly way of farming.

If this sounds like your ideal job, we look forward to receiving your application.



Ed Green, CEO of Warwickshire Wildlife Trust



Click to read our 2030 strategy

Who are we?

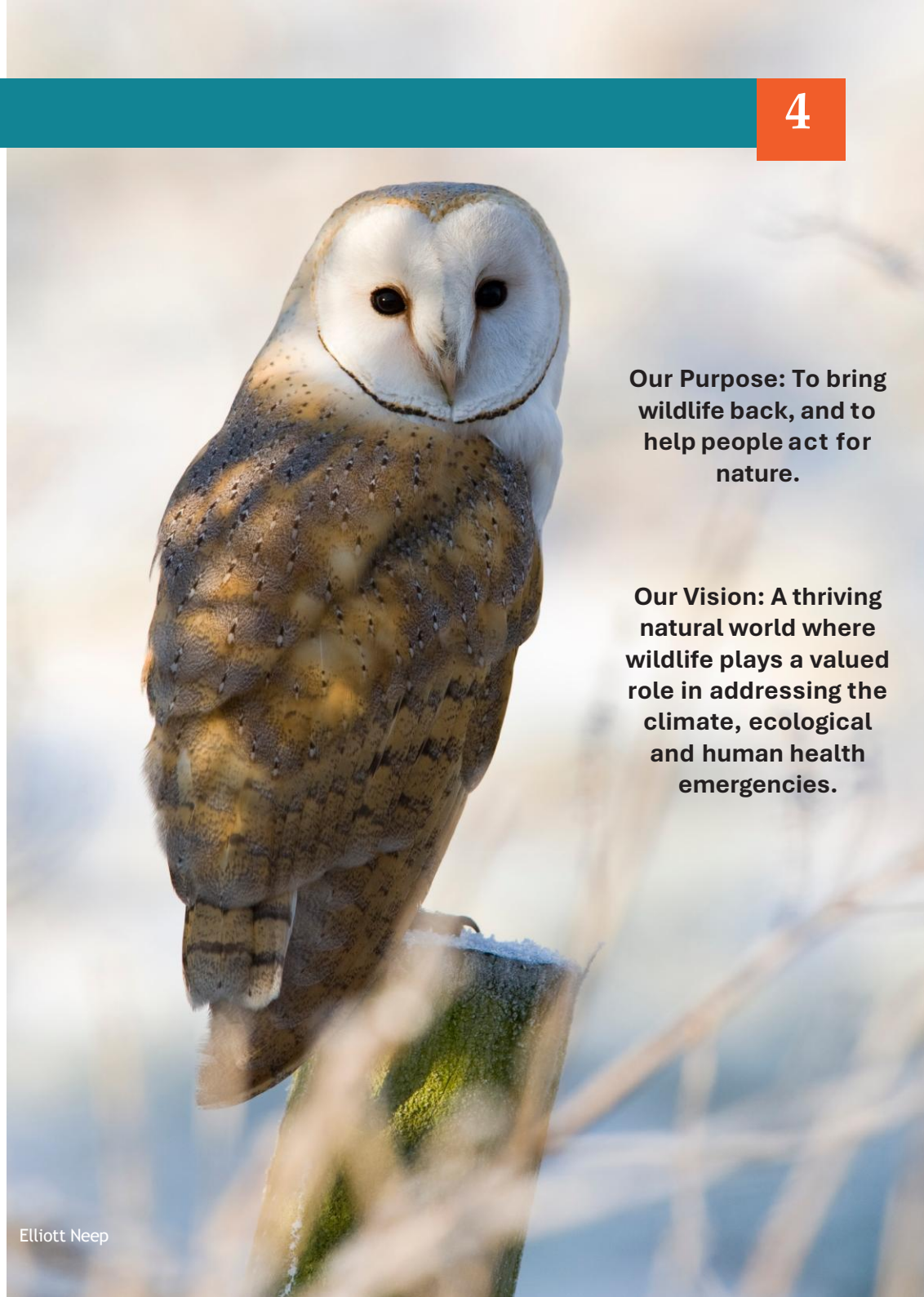
Warwickshire Wildlife Trust is one of 46 Wildlife Trusts. Established in 1970, we are a grass roots organisation governed by 14 Trustees elected from a membership of over 30,000 people, 99% of whom live in the county, and supported by over 800 active volunteers.

We manage land covering 1,000 hectares in Warwickshire, Coventry and Solihull and no one living or working in that area is more than 6 miles from one of our 67 nature reserves.

Amongst the Wildlife Trusts we are unique in the amount and proportion of income which is earnt through commercial operations conducted by a wholly-owned subsidiary company, Middlemarch Environmental Ltd. We established Middlemarch in 1991 and it has grown it to become one of the largest natural environmental consultancies in the UK, operating over the whole of the country.

As members of the influential network of Wildlife Trusts, we are part of a collective covering the whole of the UK with 900,000 members, 32,500 volunteers, 2,500 staff and 600 Trustees, all working together through a central unit, the Royal Society of Wildlife Trusts (TWT).

Together we are on a mission to restore a third of the UK's land and seas for nature by 2030.



Elliott Neep

Our Purpose: To bring wildlife back, and to help people act for nature.

Our Vision: A thriving natural world where wildlife plays a valued role in addressing the climate, ecological and human health emergencies.

Our approach

We are ambitious in our desire to reverse the decline in nature. We speak with a bold and confident voice, telling the truth about the state of nature and what needs to be done to put it in recovery.

As part of a grassroots movement, we are firmly rooted in our local communities where we look after wild places and increase people's experience of the natural world.

We look to establish common cause and work in partnership with others, to develop new ways to do what's right for nature and deliver impact in support of our vision.

We demonstrate what is possible, inspire and enable people from all backgrounds to bring about our vision with us, embracing diversity in our society to change the natural world for the better.

As part of the UK network of Wildlife Trusts we work to ensure that our local actions add up to have a collective impact and help address global issues.



Mark Jelley

Our values

Love for Nature

Our love and respect for the intrinsic value of nature sits at the core of our skilled, motivated, and dedicated team. We will always ensure that our work and partnerships are driven by what's right for nature.

Evidence-led innovation

We are evidence-based and solution-focused, working with partners and communities seeking innovative solutions to maximise our contribution and impact for nature.

Strength in diversity

We are one movement, comprised of 46 independent and unique Wildlife Trusts who hold unparalleled knowledge of the wildlife and natural systems within their local communities.

Enthusiasm

A focused passion steers us to where we are uniquely placed to deliver the most impact for wildlife, enabling us to work enthusiastically with purpose and focus.

Integrity

We are committed to transparency and inclusivity within our actions and projects, co-designing to deliver the greatest impact for nature. We will always uphold our values and beliefs and speak truth to power.

Respect

We work with respect for nature, people, and diversity. We work collaboratively and champion inclusion and diversity within our communities, being locally sensitive whilst ensuring that we have impact beyond our borders.



Job description

Role purpose: As an Agricultural Adviser at Warwickshire Wildlife Trust, you will work alongside colleagues in the team to help inspire and support farmers across the area. You will work closely with our Warwickshire Sustainable Farming Groups and the partners we work with to provide advice and guidance to farmers. Helping them to integrate nature into their business, apply for the Government's new agricultural grants, and support them to transition to a more nature friendly way of farming.

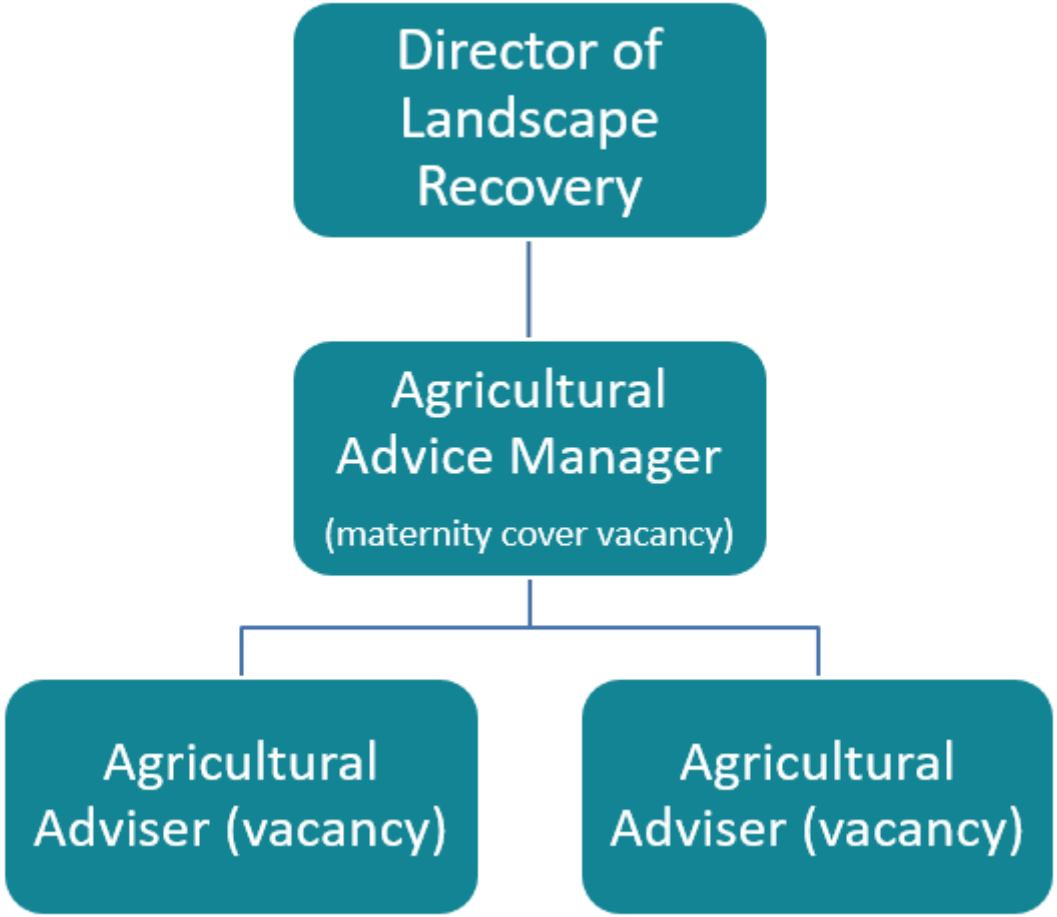
Experience level:
We are recruiting two Agricultural Adviser roles and considering all levels of experience. We have the potential of offering roles at Officer (experienced) and Assistant (limited experience), depending on the candidates that apply.

Reporting to:
Agricultural Advice Manager

Line management responsibilities:
- Volunteers as required
- Volunteers as required

Other working relationships:
The Trust's agricultural advice team work with other teams across the Trust to link agricultural advice with practical action in the form of river restoration projects, natural flood management and grass roots community action.

Outside the organisation:
We work in partnership with Warwickshire Rural Hub, other organisations and independent agricultural advisers to support farmers across the area through the Warwickshire Sustainable Farming Groups initiative.



Job description

Advice, support and delivery

1. Building on WWT's existing work across the area, proactively develop relationships with farmers, landowners and growers.

2. Develop and deliver tailored 1-1farm advice, plans, reports or group events that provide learning and teach skills to farmers, landowners and growers.

3. Signpost to a range of possible funding sources that support farmers, landowners and growers to make space for nature on their land.

4. Deliver any relevant grant funded projects that help to support the aims of enabling farmers, landowners and growers to take action for wildlife.

Collaboration and partnership working

5. Take an active role in supporting the Warwickshire Sustainable Farming Groups, working collaboratively with the Warwickshire Rural Hub, Severn Rivers Trust, Severn Trent and independent agricultural advisers.

6. Act as a conduit between farmers, landowners and growers and other WWT projects being delivered by colleagues within the area. Signposting and sharing information to maximise the opportunity for action and increasing the impact of our work.

7. Work with colleagues, help to develop the future land management advice service team within WWT.

8. Help to identify and support farmers who can advocate on behalf of the Wildlife Trust vision for the future of farming.

Document, record and promote the impact of your work

9. Gather evidence and report in a way that helps WWT measure the impact of its work with farmers, landowners and growers.

10. Work with colleagues to help promote the benefits of regenerative farming and the role in which farmers can play in nature's recovery.

11. Compile reports to any grant funders to help demonstrate the impact their funding has had in supporting farmers, landowners and growers to take action for wildlife.

General

12. Promote the work, mission and vision of the Trust at all times.

13. Ensure a high level of customer service in all dealings with the public.

14. Ensure continuous development of skills and knowledge required for the post.

15. Work within all the policies and procedures of the Trust, ensuring own compliance with the Trust's health and safety policies and procedures and that of any resources for whom you are responsible.

16. Carry out any other reasonable duties commensurate with the level of responsibility of the post, as requested by the Chief Executive.



Mark Jelley

Person specification

Experience

Essential

- Appropriate degree level qualification (or equivalent work experience) in an agricultural or nature related work
- Experience of establishing meaningful relationships, through brokering, influencing and negotiation skills
- Experience of processing complex information from multiple sources of evidence, bringing people along to reach an integrated solution to a complex problem

Desirable

- Experience in delivery of tailored 1-1advice, interpretation and feedback of data e.g. nutrient plans, soil data
- Experience of landscape scale approaches, familiar with concepts of Ecosystem Services, Natural Capital, Natural Flood Management, Nature based Solutions etc.
- Experience of developing agri-environmental schemes

Skills and Knowledge

Essential

- Farming systems
- Ecology and botanical identification
- A clear understanding of current issues, opportunities and trends in farming and land management
- Awareness of Agri-Environment schemes, relevant policies and legislation, in particular soil and water conservation
- Understanding of wildlife and environmental issues in the UK
- Analytical thinking
- Building trust
- Decision making
- Communication both verbal & written
- IT knowledge, especially of MS Office suite

Desirable

- Understanding of relevant regulations, e.g. licencing and Data Protection and Privacy Legislation

Personal Qualities

Essential

- Ability to work quickly and efficiently with an excellent eye for detail and accuracy
- Ability to maintain high levels of enthusiasm, positivity and self-motivation
- Ability to be proactive and organise own workload but also able to work as part of a team
- Flexible and adaptable
- Determination to succeed
- Eager to learn
- Good listener and patient
- Commitment to diversity
- Driving license and access to a vehicle

Terms

Location:

Contracted location for this role is Brandon Marsh Nature Centre, Brandon Lane, Coventry, CV3 3GW but with agile working providing a balance of all WWT offices and home working (full details available on request). This role has frequent travel to farms and meetings around the county and the Trust pays 55p/mile to cover travel expenses.

Salary: £25,662 - £36,449 depending on experience

Benefits:

- Employers' pension contribution up to 7% (with 4.5% from employee)
- 25 days holiday plus bank holidays, rising to 27 days after 2 years service and 28 days after 5 years service
- Access to electric vehicle salary sacrifice scheme
- Employee Assistance Programme
- Death in service benefit equivalent to 3x salary
- Cycle to work scheme
- Tech scheme

Hours: Full time, 35 hours per week (part time roles would be considered for the right candidate)

Contract: Permanent (like all permanent roles -subject to funding)

How to apply:

Applications should be made through the Warwickshire Wildlife Trust website at warwickshirewildlifetrust.livevacancies.co.uk

- Closing date for applications is midnight Wednesday 2nd December 2026
- Shortlisting will take place week commencing Thursday 3rd December 2026
- Interviews will be held on either Monday 7th or Friday 11th December 2026



General information

General information for the post:

Selection and Assessment: The candidates who appear to best meet the person specification will be invited to attend for interview. We recommend that applicants **pay particular attention to demonstrating how they meet the person specification on the application form.** The assessment will consist of an interview designed to give candidates an opportunity to demonstrate their skills and suitability for the post.

Appointment: All our offers of employment are made, subject to some pre-employment checks including: Satisfactory References, checks on eligibility to work in the United Kingdom, Checks on relevant certificates.

Salary : Your salary will be based on your skills, knowledge and experience. You will be paid monthly in arrears by credit transfer to a bank or building society account.

Hours of Work: Our employees work a 35-hour week (full time). In view of Warwickshire Wildlife Trust's work, employees can be called upon from time to time to work a reasonable period outside of the set hours. No overtime will be payable but a flexi time policy and TOIL is in place.

Holiday Entitlement: Our holiday year runs from January to December. Full time employees get 25 days holiday per year plus bank holidays. For permanent members of staff this increases to 27 days after 2 years and 28 days after 5.

Pension: You will be automatically enrolled in the Warwickshire Wildlife Trust Stakeholder Pension Scheme if you meet the eligibility criteria, though you may opt out. The employee contributes 4.5% of salary and the Trust as the employer contributes a further 7% to the scheme.

Notice: If you choose to leave the Trust you will be required to give one months' notice.

Equal Opportunities: Warwickshire Wildlife Trust is committed to equal opportunities and appoints on merit. We welcome applicants from all sections of society regardless of gender, sexual orientation, race, disability, marital status, age and religion, perceived community background or political beliefs.

