



## **Farm & Rural Liaison Officer Recruitment Application Pack**

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## Role Summary

Job Title	<b>Farm &amp; Rural Liaison Officer</b>
Job Location	Home based, with frequent travel and meetings throughout the catchment
Contract	48 months, fixed term
Hours	Full time, 5 days per week (35 hours per week / 1 FTE) A job share may be considered
Salary	£25,000
Holidays	28 days per year (in addition to bank and public holidays)
Reports to	Director

Brief	<p>Uptake of agricultural payments to support environmental land management practices is patchy. This is partly due to a lack of awareness of the opportunities, and a lack of appeal of such methods over traditional farming approaches to maximise food/crop production. With the upcoming changes to existing agricultural payments and the introduction of the Environmental Land Management scheme (ELMs) it is an incredibly important moment to support agricultural decision-making within the Calder catchment.</p> <p>We are looking for a person to join our expanding team to work in partnership with farmers, landowners, and land managers to access funding which will enable them to deliver environmental improvements. You will be building relationships; identifying multi-benefit opportunities; and delivering projects that enhance natural processes to store carbon, improve habitats, provide natural flood management, biodiversity gains, and water quality improvements within the Calder catchment.</p> <p>This exciting new role within the Calder Rivers Trust has been made possible through an award from the Climate Action Fund of The National Lottery Community Fund to help communities take the lead in tackling climate change.</p>
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### **What you'll be doing**

- Connecting with farmers, landowners, and land managers within the Calder catchment to provide information and resources to support environmental land management practices.
- Working in partnership with farmers, landowners, land managers, and other stakeholders to develop environmental improvement projects and secure funding. This will be a mixture of upland livestock, lowland livestock, and arable farming.
- Working with other Calder Rivers Trust employees to support activities within the Calder Catchment Partnership, engaging with local authorities and environmental action groups.
- Staying up to date with the latest developments in land management legislation, funding opportunities, and best practice land management for climate change mitigation and resilience, water stewardship, and ecosystem services.

### **Where you'll be working**

The Calder Rivers Trust is a charitable organisation focussed on protecting and improving rivers and waterways across the River Calder Catchment. We operate across Calderdale, Kirklees and Wakefield local authorities, working in partnership with the Environment Agency, Yorkshire Water, local authorities, private landowners and their tenants, charitable organisations, and community interest groups. The agricultural land within the catchment comprises of upland livestock towards the headwaters, and lowland livestock and arable farming in the lower parts of the catchment.

### **Who we are looking for**

We are looking for a candidate with a sound understanding of the natural and farmed environment who has a keen interest facilitating multi-benefit environmental improvement projects. We'd like you to have experience working in collaboration with stakeholders, have an understanding of land management and farming pressures, and have a background in agriculture/environmental land management.

You will have excellent communication skills and a down to earth approach of working with people. You will be self-motivated, have the ability to manage competing deadlines, and deliver tasks to a high standard. You will have a full UK driving licence and have access to a vehicle.

Above all, you will be committed to our agenda as a Trust, what we stand for, and what we want to achieve.

## Person Specification

### Experience of

PS.01 Planning and delivering environmental improvement projects	Essential
PS.02 Working in agriculture, land management, and/or with landowners.	Essential
PS.03 Communication of complex issues	Desirable
PS.04 Report writing and mapping	Desirable

### Knowledge and Understanding of

PS.05 Current agricultural practices, including current best practice guidance	Essential
PS.06 Legislation relating to land management and funding sources for environmental improvement	Essential
PS.07 The environmental pressures acting on water in natural and farmed settings	Desirable
PS.08 Strategic partnership development and relationship management	Desirable

### Skills and Qualifications

PS.09 Excellent communication skills, with a track record of building and maintaining relationships with external partners	Essential
PS.10 Relevant professional qualification/affiliation (e.g. BASIS Professional Register, CIEEM, etc.)	Desirable
PS.11 Excellent IT skills especially with Microsoft Office (and some basic GIS skills)	Desirable
PS.12 Presenting environmental information to develop compelling evidence for change	Desirable

### Personal Qualities

PS.13 Good organisational skills/discipline and the ability to plan, track, deliver and evaluate work	Essential
PS.14 Ability to prioritise and deliver work to relevant standards and tight deadlines	Essential
PS.15 Ability to work under own initiative, and as part of a larger, cross-functional team	Desirable
PS.16 Innovative and applies creative thought to develop new initiatives and problem solving	Desirable

## Standard Terms & Conditions

Salary:	£25,000 pro rata per annum Salaries are paid each month by bank transfer.
Hours:	The Trust operates a 35 hour working week (full time). Our core hours of business are 9am to 5pm, Monday to Friday. The role may sometimes require evening and weekend work.
Contract:	This position is initially available on a fixed term contract for 48 months.
Flexibility:	The Trust recognises the importance of a strong work-life balance and actively promotes this. The Trust, where possible, endeavours to meet the flexible working needs of its employees. A high degree of flexibility is provided to staff members in relation to hours and location of work. Part time work or job sharing may be considered.
Holidays:	28 days per year (in addition to bank and public holidays). (pro rata for part time roles)
Pensions:	You may be eligible to be auto enrolled to the Rivers Trust Group Pension Plan with Royal London.
Notice Period:	Generally 6 weeks following satisfactory completion of a 6 month probationary period.
Place of Work:	Home office based, with travel across the catchment as required.
Business Travel:	Public transport is encouraged where possible. Business mileage is claimed through our expenses procedure.
Training:	A minimum training allowance of £2,160 is attached to this role. Further allowance will be assessed on a case by case basis.

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### Expected Recruitment Timeline

We aim to keep you informed throughout every step of your recruitment journey with us, and as much as possible we will commit to the timeline set out below:

1	Advert open for Applications	December 14th
2	<b>Closing Date for Applications</b>	<b>January 10<sup>th</sup></b>
3	Shortlisting Period Ends	January 17 <sup>th</sup>
4	Notification of Outcome to Applicants	January 18 <sup>th</sup>
5	Interviews	w/c January 25 <sup>th</sup>
6	Notification of Outcome to Interviewees	w/c February 1 <sup>st</sup>
7	Start Date Agreed with Appointee	w/c February 1 <sup>st</sup>

### Closing date

The closing date for applications for this role is **Sunday January 10<sup>th</sup>**.

### Interviews

Interviews will be held using video conferencing.

### How to Apply

To apply please complete this [Application Form](#) by the **closing date**.

<https://forms.gle/3VnuXrH5RySutFez7>

We look forward to receiving your application.

If you would like an informal conversation about this role, or if you would like more information please contact us at: [recruitment@calderandcolneriverstrust.org](mailto:recruitment@calderandcolneriverstrust.org) and we will arrange a convenient time for a discussion.