



Essex
Wildlife Trust

Conservation Grazing Officer

We have an opportunity for a passionate individual and join us in the management of the Trust's livestock and grazing-related infrastructure across all Essex Wildlife Trust reserves.

About Essex Wildlife Trust

We are the County's leading nature conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature and are one of the largest Wildlife Trusts in the UK managing over 3,000ha.

This is the most important decade in the history of nature conservation and an exciting time to be joining us. If we are to tackle the climate crisis and the ecological crisis, we need the best people to rally around environmental protection.

Our values are Impactful, Collaborative, United and Proactive.



The Role

The Conservation Grazing Officer will support the day-to-day management of the Trust's livestock and grazing-related infrastructure, ensuring the completion of the annual county-wide grazing programme and the management of the health and welfare of the in-house livestock throughout the year, in line with the 'five freedoms'.

The Conservation Grazing Officer will also focus on enhancing the in-house grazing operation at Tollesbury Wick Nature Reserve (243ha) and, liaising with the Senior Ranger for North Essex, will ensure the regular monitoring and proactive maintenance of its grazing infrastructure. The Conservation Grazing Officer is responsible for the re-establishment and long-term management of a Tollesbury Wick Nature Reserve volunteer group and will support grazing at other Trust reserves throughout Essex.

The postholder will also be directly responsible for a vehicle and for a variety of specialist equipment requiring up-to-date record-keeping and H&S reporting. The officer will be directly responsible for organising volunteer "lookers" and work parties for other grazing sites to assist with the grazing operation and infrastructure maintenance.



Freedom from Hunger and Thirst

by providing fresh water, grazing time & quality feed.



Freedom from Discomfort

by providing access to sunlight & soft warm beds.



Freedom from Pain, Injury or Disease

by providing appropriate treatment and medicine.



Freedom to Express Normal Behavior

by allowing mothers to nurse and stay with their young.



Freedom from Fear and Distress

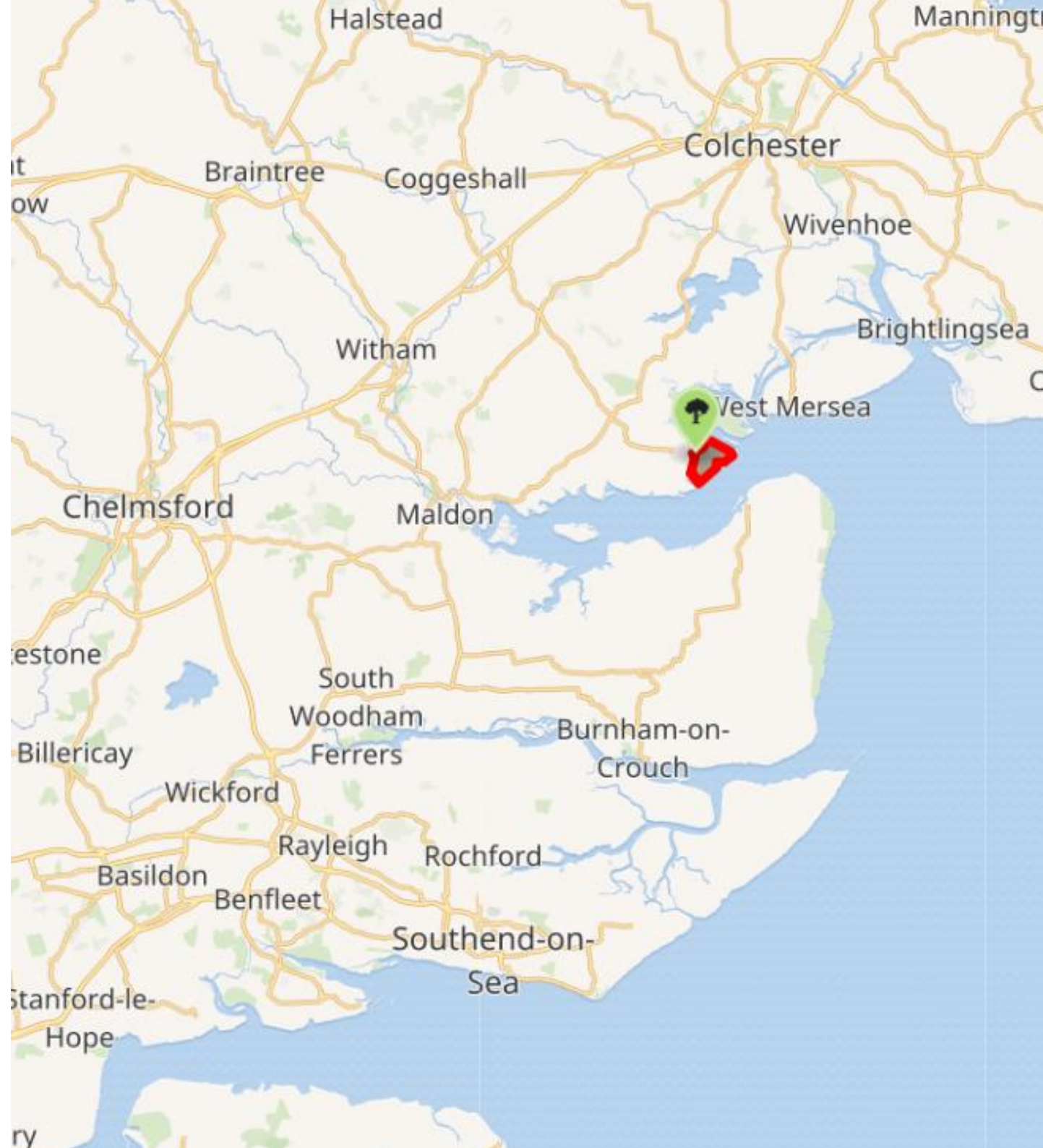
by providing a safe, nourishing environment.

Tollesbury Wick Nature Reserve

This coastal freshwater marsh nature reserve has been worked for decades by traditional methods to help wildlife, so it now boasts a wonderful diversity of species. Clouded Yellow butterflies flutter above the grassland in summer, noisy Brent Geese gather on the grassland in winter and the majestic Marsh Harrier soars above, coming to roost at dusk.

Essex Wildlife Trust's flying flock of sheep and cattle are crucial in helping to manage this freshwater grazing marsh in the most sustainable way possible.

The rough pasture is also perfect habitat for small mammals such as Field Voles and Pygmy Shrews, which makes this reserve the ideal hunting ground for numerous birds of prey species.







Grazing and Essex

Grazing in Essex plays a critical role in maintaining the region's landscapes and biodiversity. Essex boasts a diverse range of habitats including grasslands, woodlands, wetlands and coastal areas. Grazing animals such as cattle, sheep and ponies are often employed as an effective tool for habitat management in these areas.

Essex's varied landscapes support a wide array of wildlife, including rare and endangered species. Grazing animals help to control vegetation growth, prevent the dominance of invasive plant species, and create diverse habitats that support a rich biodiversity.

[Essex Wildlife Trust](#) plays a significant role in managing and conserving the county's natural spaces, including those where grazing is utilised as a management tool. We manage numerous nature reserves across Essex, each with its own unique habitat and wildlife. These reserves often include grasslands, wetlands, heathlands, and woodlands, all of which benefit from appropriate grazing regimes.



We work closely with local farmers and landowners to implement sustainable grazing practices that benefit both wildlife and agricultural interests. By carefully managing the number and type of grazing animals, as well as the timing and duration of grazing, the Trust ensures that habitats are maintained in optimal condition for wildlife while also supporting the livelihoods of local farmers.

We use traditional grazing methods to restore and maintain habitats. Livestock are introduced to areas where vegetation has become overgrown or degraded. Through targeted grazing, these animals help to reduce the dominance of certain plant species, promote the growth of more diverse vegetation and create suitable conditions for a variety of wildlife.

We also engage in educational and outreach activities through our Wilder Learning team to raise awareness about the importance of grazing in conservation and to involve the local community in habitat management efforts. Through guided walks, talks and volunteering opportunities, the Trust encourages people to connect with nature and participate in conservation initiatives.

Job Description

- To carry out daily livestock checks and regular grazing infrastructure inspections, ensuring health & safety best practice and to ensure adherence to the ‘five freedoms’ for livestock, assisting with veterinary interventions as required.
- To assist with the implementation of the county-wide annual grazing programme, in liaison with other members of the Conservation Grazing Team for the favourable condition of the habitats and species of the Trust’s reserves and to meet any obligations of wildlife legislation.
- To support and supervise grazing volunteers (“lookers”) and organise their regular work parties, ensuring that they are working in a safe and effective way.
- To maintain and monitor the Tollesbury Wick Nature Reserve’s grazing infrastructure and to work with the Senior Conservation Grazing Officer and Senior Ranger (North) to ensure repair and maintenance operations are completed in a timely manner for health & safety and regulatory compliance.
- To assist the Conservation Grazing Team and be proactive in adhering to all legal obligations, statutory management requirements, cross compliance, other environmental regulations, planning conditions and other binding commitments related to the Trust’s grazing operation.
- To assist and be proactive with effective breeding herd and flock management and deployment and the recording of all animal movements across holdings.
- As directed from time to time, to support the monitoring of activities of grazing licensees on Trust reserves to ensure legal and statutory management compliance.
- To provide regular spending updates to the Senior Conservation Grazing Officer to ensure effective management of the grazing-related budget across the areas of responsibility.

- To proactively support the effective management and maintenance of all vehicles, machinery and equipment assigned to the grazing operation and other grazing infrastructure (including fenceless systems), to ensure the health and safety of staff and volunteers and adherence to the ‘five freedoms’ for livestock.
- To assist the Conservation Evidence teams with monitoring and research work at the Tollesbury Wick Nature Reserve, in particular, and on other grazing sites across the County as required.
- Work effectively and actively with colleagues across the Trust and demonstrate the values of being Impactful, Collaborative, United and Proactive.
- To be an energetic advocate for the Trust and to work closely with colleagues to communicate with local groups, volunteers, and visitors to encourage participation in managing the Trust’s reserves.
- To carry out any other duties that are within the scope, spirit and purpose of the role, and the contract of employment, as requested by the Conservation Grazing Manager or Senior Conservation Grazing Officer.

Additional Information

- The role is based at Abbots Hall, the HQ of the Trust, but the management of the in-house Trust herd will be the focus of the postholder’s work and requires frequent travel across the whole county to actively manage grazing at other reserves.
- The role entails regular weekend on a duty rota within the Grazing Team.
- The role requires regular lone-working and working outdoors, with livestock, in relatively remote sites in a wide range of weather conditions. This may include some occasional evening working, using flexitime and TOIL to compensate.
- The role requires an interest in working for a charity that is determined to protect wildlife for the future and for the people of Essex.
- A First Aid certificate.



Mole-DX
SUPER ENERGY 30 SLITS

Person Specification

- Significant work experience in livestock management and grazing infrastructure maintenance.
- Hold a degree or HND in an environmental or conservation biology or related discipline (desirable).
- Practical grazing and/or agricultural operations experience in the UK, including the deployment and maintenance of a range of agricultural vehicles, machinery, equipment, and materials.
- Evidence of current or recently held NPTC/Lantra (or suitable equivalent) training certificates for a range of land management machinery (ATV and tractors desirable) and equipment, including brush-cutter and chainsaw operation. Where current desirable certificates are not held, the post-holder will be expected to obtain the range of up-to-date training certificates within the probation period, with the full support of the Trust.
- Full, current UK driving licence. The role also requires the completion of tractor training and completion of a DVSA-accredited trailer-towing course for moving livestock, within the first two months, if not already completed.
- Demonstrable IT skills with Word and Excel, and desirable to have had some experience with specialist livestock/farming software.
- General knowledge of UK grassland habitats, species and experience of wildlife conservation & land management.
- A demonstrable knowledge of health & safety procedures, their implementation and assessment, including undertaking risk assessments, producing method statements, and the effective deployment and maintenance of a range of protective equipment.
- Experience of day-to-day volunteer management and supervision, including leading work parties.
- Can work for significant periods individually, without direct supervision, and cooperatively within a team environment.
- Good organisational skills and demonstrable ability to meet deadlines.
- Good verbal and competent written communication skills, with a demonstrable ability to prepare short reports.
- Proactive and enthusiastic, with a willingness to take responsibility for tasks.



Terms

The position is a permanent role with a starting salary of £25,122.83 per annum. The hours of work are 37.5 hours per week with a team rota in place for weekend grazing cover and call out.

Annual leave entitlement starts at 26 days per annum increasing annually to 29 days plus Bank Holidays. We provide company sick pay increasing with length of service, an employee assistance programme, a combined 8% contribution pension scheme, staff social days, colleague nomination scheme and discounts in our Nature Discovery Centres.

How to Apply

To apply for this opportunity, please submit an application via People First by 9:00am on Thursday 04 April 2024. The interviews will be held on Monday 15 April 2024.

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

[Kim Wallis](#), Head of Nature Reserves and Natural Capital.

