

Essex Wildlife Trust

Conservation Grazing Manager

Blue House Farm | North Fambridge | Essex



Essex Wildlife Trust



Welcome to Blue House Farm nature reserve

Welcome to Blue House Farm nature reserve, where freshwater grazing marsh meets mudflats and saltmarsh, and seasonal wildlife spectacles are to be witnessed.

There are two trails around the reserve. For a peaceful walk, follow the Orange Trail and overlook the River Crouch. Hear the piping calls of wading birds including through mudflats or catch a glimpse of marsh harriers scanning the tundra for their next meal. For a more strenuous, the route of forest paths, meadows and commons like the air. Arriving in their thousands, this is a rewarding sight.

For a shorter route, follow the Woodland Trail into the heart of the coastal reserve. In spring, meadow plants tower high in the air and flowers hang sweet through grasslands. Listen for the chirp of a water vole as they tumble in and out of ditches. Overhead, look for the heart-shaped leaf of a great-tit oak out.

Help us keep Blue House Farm special by becoming a member of Essex Wildlife Trust today.

Love Essex - Love Wildlife



Key	
Orange Trail	Woodland Trail
Blue House Farm	Blue House Farm
Blue House Farm	Blue House Farm
Blue House Farm	Blue House Farm
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We are the county's leading conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature.

Our climate is in crisis and nature needs our help. Together we can protect the future. Join us.

www.essexwt.org.uk



Essex Wildlife Trust



Essex
Wildlife Trust

We have an opportunity for a grazing specialist to join us at Essex Wildlife Trust to lead on all aspects of our grazing management and provisions in accordance with the 'five freedoms'.

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 Manager (CGM) will manage a combined team of Conservation Grazing Officers and volunteer “lookers” and, with them, will ensure the annual completion of the reserves’ grazing programme as well as the management of the health and welfare of the in-house livestock in accordance with the ‘five freedoms’. The postholder will ensure the health and safety of all grazing operations, both licensed and in-house, moving these operations towards greater sustainability, with the most cost-effective use of livestock.

The postholder will provide the grazing team and Head of Nature Reserves & Natural Capital with practical and technical advice on all grazing and livestock husbandry related matters including infrastructure, handling and safe transporting of livestock. They will be directly responsible for the registration, audit and sale of all livestock assets, in line with the Trust’s financial accounting procedures.

The Conservation Grazing Manager will maintain and update a Grazing Business Plan to ensure sound asset management and sustainable growth trajectories for both the herd and flock, with regular forecasts of expected income from livestock sales. The post holder will oversee the organisation and compliance of livestock movements, all pedigree herd-books and animal registers, and delegate these duties as required. The post holder will support and develop the grazing team to provide resilience and enable effective succession planning.



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.

The postholder, with support from the reserves team, is responsible for the negotiation, renewal and direct compliance management of the contracts and licences with all grazing licensees/contractors on the Trust's landholdings. The Conservation Grazing Manager is the lead officer ensuring legal compliance with all legislation and statutory land management regulations pertaining to grazing, livestock movements and animal welfare.

The Conservation Grazing Manager will work closely with colleagues in Conservation Evidence to record grazing impacts on the biodiversity of the nature reserves and to adjust the grazing programme accordingly, working to maximise ecological benefits.

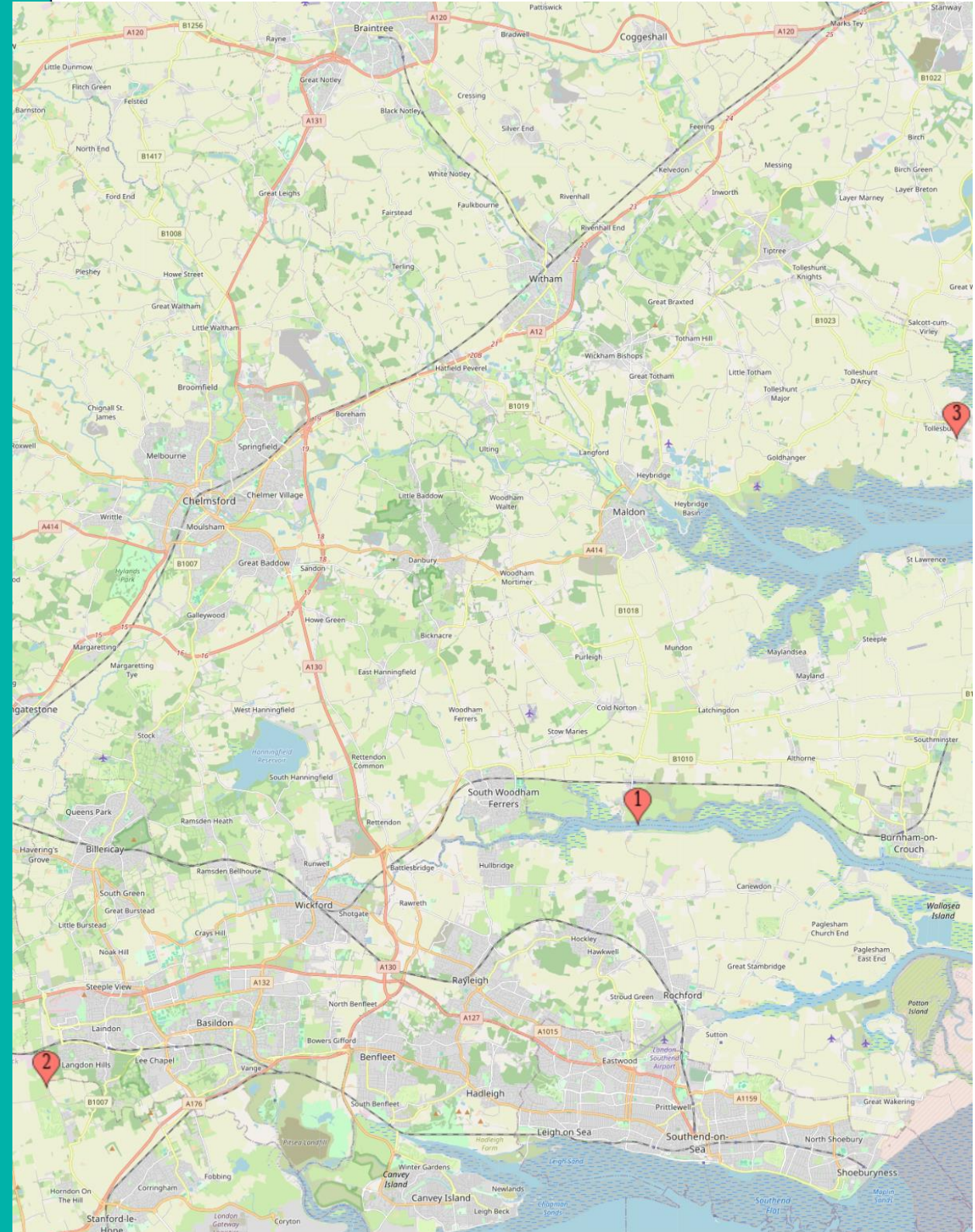
The postholder will demonstrate the values of being Impactful, Collaborative, United and Proactive working with others for more effective and impactful nature conservation to meet the Trust's Strategic Plan Objectives, particularly 30 by 30 and 1 in 4 and in line with the Trust's Leadership Behaviour Framework.



Blue House Farm Nature Reserve (1)

Blue House Farm in North Fambridge, nestled along the picturesque River Crouch, embodies a blend of ecology, wildlife conservation, and sustainable land management. Rich in biodiversity, this haven serves as a sanctuary for a plethora of wildlife species. The vast fields provide essential grazing grounds for livestock, contributing to the preservation of traditional farming practices while promoting natural habitat diversity.

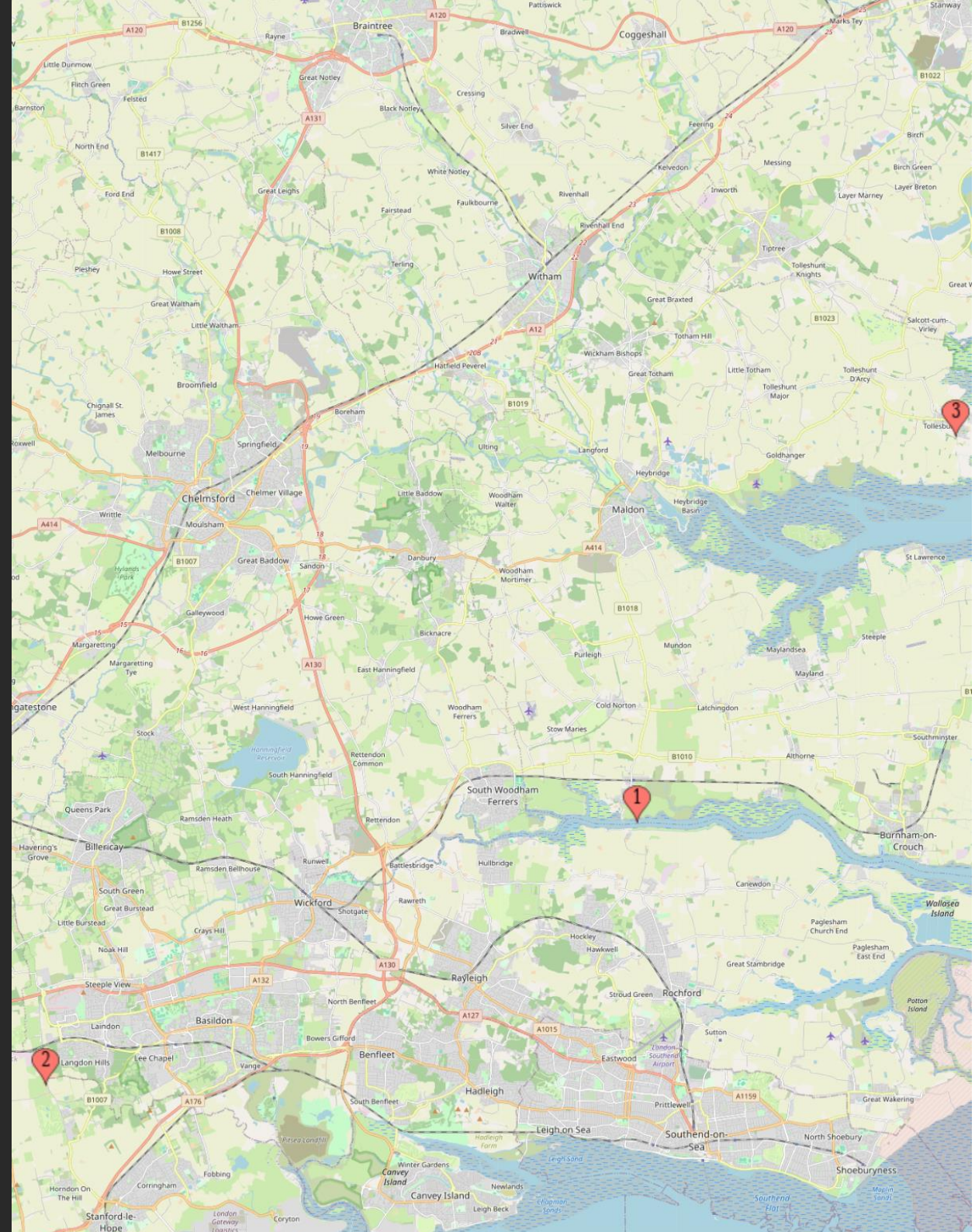
Here, amidst the rolling meadows and flourishing hedgerows, a symphony of life thrives, with native plants and animals. From the gentle hum of bees pollinating vibrant wildflowers to the graceful flight of birds soaring overhead, every corner of Blue House Farm teems with vitality. Through meticulous stewardship, this idyllic estate not only sustains local wildlife populations but also fosters a deep connection between people and the natural world, ensuring a legacy of conservation for generations to come.



Langdon Hills (2)

Langdon Hills in Essex stands as a testament to the harmonious coexistence between wildlife and sustainable land management practices, with grazing playing a pivotal role in shaping its unique ecosystem. Traditional grazing methods not only maintains the lush grasslands but also promotes the proliferation of wildflowers, crucial for pollinators like bees and butterflies.

The careful rotation of livestock ensures that vegetation remains at optimal levels, preventing the dominance of invasive species and promoting the growth of native flora. This delicate balance attracts a diverse array of wildlife, from small mammals like field voles to magnificent birds of prey such as the common kestrel. Amidst the gently rolling hills and verdant pastures, Langdon Hills stands as a model of conservation where grazing serves not only as a tool for habitat management but also as a cornerstone of ecological vitality.

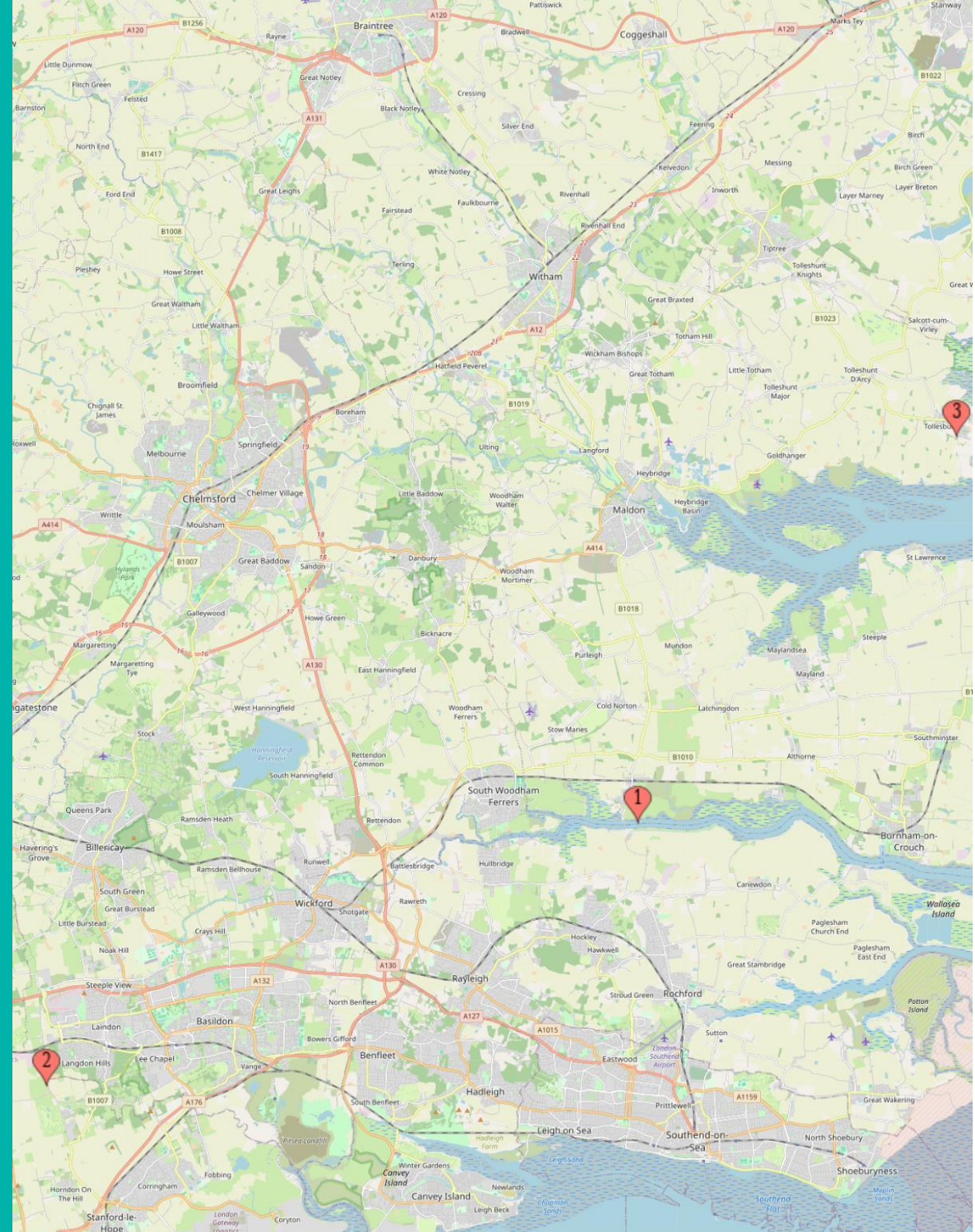


Tollesbury Wick Nature Reserve (3)

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 in 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 design and implement the annual grazing programme in liaison with the Grazing Team, grazing volunteers, Nature Reserves Managers and their teams, for the favourable condition of the habitats and species and to ensure adherence to the ‘five freedoms’ for livestock.
- To manage an effective duty rota and out-of-hours call-out system for the Grazing Team to ensure year-round cover for the grazing and breeding programmes and the completion of daily livestock checks and regular infrastructure inspections.
- To provide support and clear leadership to all staff in the postholders team and grazing volunteers “lookers”.
- To be the lead officer responsible for effective breeding herd and flock management, including regular reviews of livestock asset values, ensuring a robust and transparent system for auditing livestock sales, managing livestock passports, registering pedigree livestock, recording of all animal movements across holdings, and preparation for and response to all inspections.
- As lead officer for grazing, to ensure adherence to all legal obligations, statutory management requirements, other environmental regulations and commitments directly related to the Trust’s grazing operation.
- To manage all veterinary interventions, including meeting all health testing and reporting obligations within the required timescale and ensuring the secure storage and auditing of all medicines.
- To monitor, update and hold responsibility for all grazing licences and manage the operations of all grazing licensees on Trust reserves to ensure these are compliant with legal and statutory management and reporting regulations and that the stocking densities, grazing pressure and timing are adjusted and agreed to meet the management objectives for each reserve.
- To manage the out-wintering operation for livestock, including negotiating, updating and amending of any contracts, and ensuring the cost-effective supply, safe and timely storage, and provision of winter fodder.

- To manage the grazing programme-related budgets to ensure cost effective grazing and grassland management (e.g. hay-making) interventions and infrastructure, and to monitor and report on budgets to the Head of Nature Reserves & Natural Capital, at required intervals.
- To manage all vehicles, machinery and equipment assigned to the grazing operation and, in liaison with the Nature Reserves Managers, ensure the planned cyclical replacement of fencing 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, as required, with grazing-related survey and research work across the Trust’s nature reserves.
- To carry out any other duties, including cover for other nature reserve team managers, that are within the scope, spirit and purpose of the role, and the contract of employment, as requested by the Head of Nature Reserves & Natural Capital or Director of Conservation.



Mole-DX
SUPER ENERGY 30 SLITS

Person Specification

- Significant, proven experience (with qualifications where relevant) and demonstrable specialist knowledge of animal husbandry and livestock management systems for both breeding cattle herds and sheep flocks (BCMS, CIS), including basic veterinary procedures (essential).
- Significant practical land management and grazing operation experience in the UK, including the use, deployment, and maintenance of a range of land management vehicles, machinery, equipment, and materials (essential).
- Evidence of current or recently held NPTC/Lantra (or suitable equivalent) training certificates for a range of land management machinery and equipment, brush-cutter and chainsaw operation, including a full driving licence and tractor training. The role also requires the completion of a DVSA-accredited trailer-towing course for moving livestock, within the first two months, if not already completed.
- A demonstrable knowledge of health & safety legislation and proven experience of the practical implementation of health & safety measures, including undertaking a wide range of risk assessments, producing method statements, and using protective equipment.
- Proven experience of managing team and equipment budgets for grazing operations across multiple sites.
- Proven experience of leading, managing, and mentoring grazing staff/livestock teams.
- Proven experience of the management of agricultural and livestock contractors.
- Demonstrable knowledge of environmental and statutory management regulations, and agri-environment compliance requirements.
- Demonstrable IT skills with Word, Excel, Powerpoint, and specialist livestock/farming software.
- Good organisational and communication skills and the demonstrable ability to handle multiple tasks and meet deadlines.
- Can work both individually without supervision and cooperatively within a team environment.
- Has a demonstrable passion for wildlife conservation and livestock management.

Additional Information

- Participation on a 24hr emergency team call-out response rota basis.
- The role entails evening and weekend working and the participation in and management of a Grazing Team duty rota.
- The role requires regular lone-working and working outdoors, with livestock, in relatively remote sites in a wide range of weather conditions.
- 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.
- The role is based at Blue House Farm, North Fambridge, Essex, but requires regular travel across the county and regular liaison with other wildlife trusts and eNGOs.
- If not held, passing a First Aid certificate will be required within the first three months of employment.



Credit: Emilv McParland

Terms

The position is a permanent role with a starting salary of c.£38,000 per annum. The hours of work are full-time, five out of seven days each week. There is a team rota in place for grazing cover Monday to Sunday and on a call out rota.

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 Friday 23 August 2024. Interviews are planned for Monday 02 September 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.

