

Essex Wildlife Trust

Job Description



Job title: Conservation Grazing Officer (Tollesbury)

Location: Tollesbury Wick (and across EWT reserves)

Reports to: Conservation Grazing Manager (CGM)

Job purpose

The Conservation Grazing Officer (CGO) - Tollesbury supports the day-to-day management and oversight of the Trust's livestock and grazing-related infrastructure across all Essex Wildlife Trust reserves. The post holder, directed by the Conservation Grazing Manager (CGM) and the senior nature reserves management team, will help to ensure 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 (CGO) will take the lead with the in-house grazing operation at Tollesbury Wick Nature Reserve (243ha) and, liaising with the Senior Ranger (North), will ensure the regular monitoring and proactive maintenance of its grazing infrastructure. The CGO (Tollesbury) will assist with the re-establishment and supervision of a Tollesbury Wick Nature Reserve volunteer group and help ensure that Agri-environment grant prescriptions are adhered to, with work carried out in a timely and effective manner.

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 CGO (Tollesbury) will be directly responsible for organising volunteer "lookers" and work parties for other grazing sites to assist with conservation, the grazing operation and infrastructure maintenance across the County.

The Conservation Grazing Officer will seek opportunities to work with others for more effective and impactful nature conservation to meet the Trust's Strategic Aims and Objectives.

Key tasks

- 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 Trust's reserves and to meet any legislative obligations.
- To carry out, or otherwise organise, daily livestock checks and regular grazing infrastructure inspections, ensuring health & safety best practice with adherence to the 'five freedoms' for livestock, assisting with veterinary interventions as required.
- 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 liaise with the Senior Ranger (North) to ensure repair and maintenance operations are completed in a timely manner for health & safety and regulatory compliance.
- As part of the Conservation Grazing Team, be proactive in adhering to all legal obligations, environmental regulations and other binding commitments related to the Trust's grazing operation and be proactive with managing animal movements across holdings.

- As directed from time to time, monitor the activities of grazing licensees on Trust reserves to ensure legal and statutory management compliance.
- To provide regular spending updates to the CGM and senior reserves management team, as required, 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 while adhering to the 'five freedoms' for livestock.
- Work effectively and actively with colleagues across the Trust and demonstrate the values of being Impactful, Collaborative, United and Proactive and to be an energetic advocate for the Trust.
- 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 CGM or senior reserves managers.

Person specification

Knowledge and skills

- Some experience in livestock management and grazing infrastructure maintenance.
- Practical land management operations experience in the UK, including the deployment and maintenance of a range of land management 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, as soon as possible, if not already completed.
- Have an interest, qualification or demonstratable experience in an environmental or conservation biology or related discipline (desirable).
- 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 and 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 (desirable).
- 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.

Additional information

- The role is based at Tollesbury Wick, 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, including a presence at Blue House Farm.
- The role entails regular weekend work on a duty rota with other Grazing Team members.
- 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.
- If not held, passing a First Aid certificate will be required within the first 3 months of employment.

Signed: _____ Date: _____

Name: _____