



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 at Tollesbury Wick Nature Reserve.

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 (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 CGO will take the lead with the in-house grazing operation at Tollesbury Wick (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 any environmental 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 specialist equipment requiring up-to-date record-keeping and H&S reporting. The CGO (Tollesbury) will assist the CGM in organising volunteer "lookers" and work parties for other grazing sites to assist with nature conservation, grazing operations and infrastructure maintenance across the County.



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.

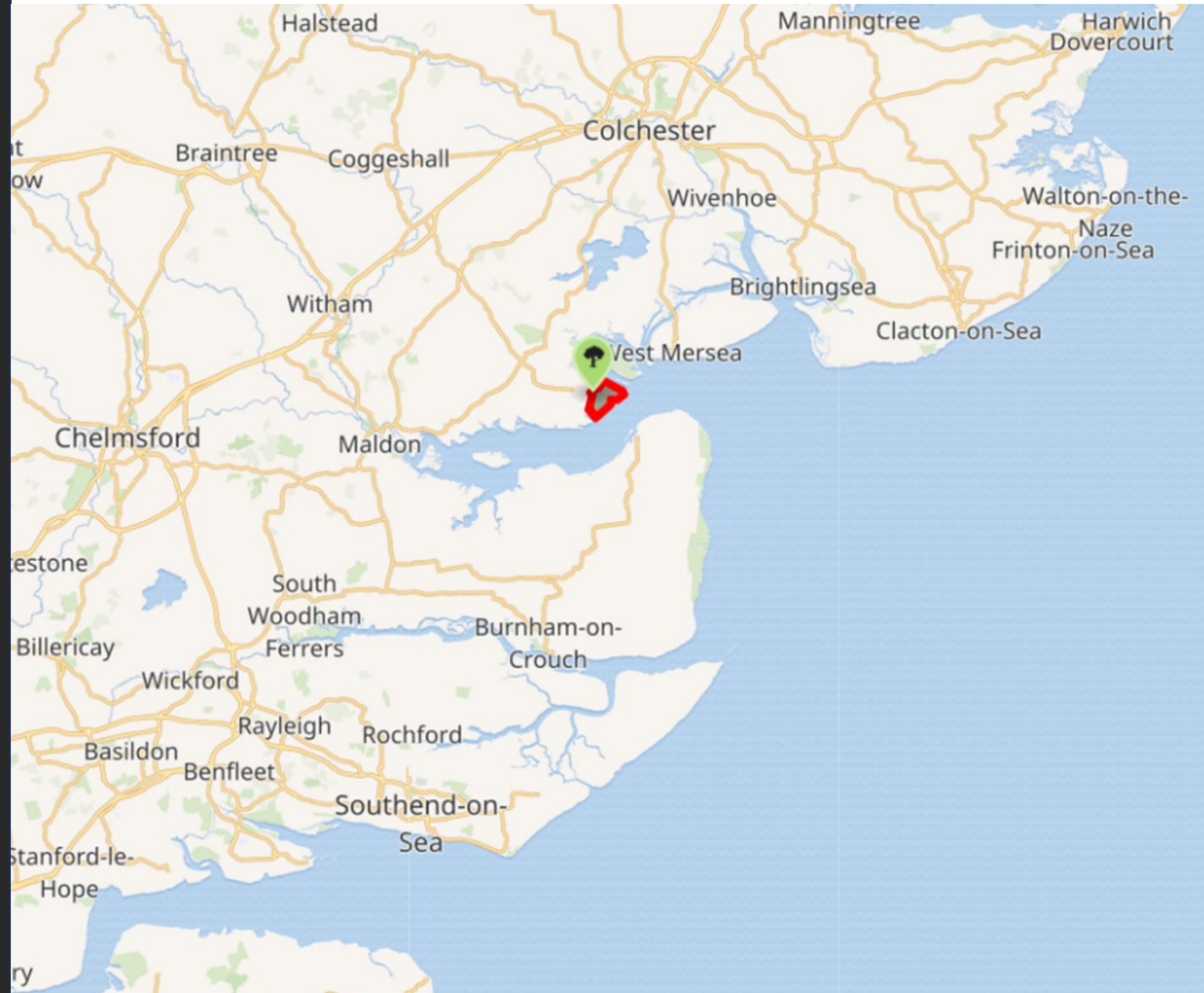
Tollesbury Wick Nature Reserve

This freshwater coastal grazing marsh boasts a wonderful diversity of wildlife. Clouded yellow butterflies flutter above the grassland in summer, noisy brent geese gather on the grassland in winter and rare and vulnerable wader species breed during the spring and summer.

Essex Wildlife Trust's flock of native breed sheep and cattle are crucial in managing this freshwater grazing marsh in the most natural and sustainable way possible.

The rough pasture is also perfect habitat for invertebrates and for small mammals such as field voles and pygmy shrews, which makes this reserve the ideal hunting ground for numerous birds of prey species.

Our other main grazing sites are Blue House Farm and Langdon.







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 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 assist with the implementation of the county-wide annual grazing programme, in liaison with other members of the Conservation Grazing and Reserves Teams 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) and CGM 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 and environmental regulations related to the Trust's grazing operation and be proactive with managing animal movements across holdings.
- 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 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.

Additional Information

- The role is based at Tollesbury Wick but assisting with the management of the in-house livestock requires frequent travel across the whole County and a presence at the main livestock base 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.



Person Specification

- 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 demonstrable 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.
- Proactive and enthusiastic, with a willingness to take responsibility for tasks.



Terms

The position is a permanent role with a starting salary of £26,378.97 per annum. The hours of work are 37.5 hours per week (five out of seven days) with a team rota in place for grazing cover 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 Centre's.

How to Apply

To apply for this opportunity, please submit an application via the website by 9:00am on Monday 20 October 2025.

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.

