

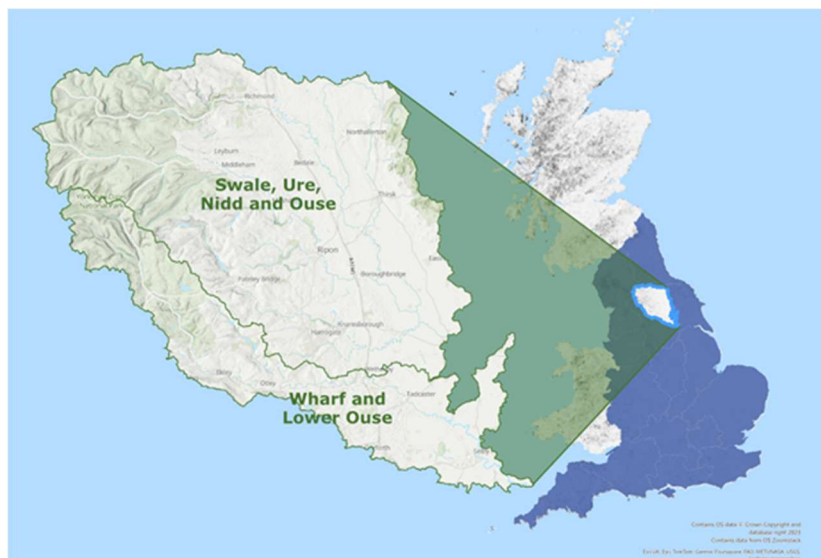


Job Overview

Job title:	Farming and Conservation Officer
Location:	Hybrid working - work throughout the Yorkshire Dales and surrounding area as part of a small, dispersed team.
Accountable to:	CEO
Salary:	£31,803 - £35,555
Hours:	37.5 hours per week (will consider applications for part-time working and job share)
Term:	18 Months, initially with potential for extension
Transport:	You will be required to provide a car but will be reimbursed for business-related mileage (currently 45 pence per mile) within the catchment.
Employment subject to:	Satisfactory references and four-month probationary period.

Background

Yorkshire Dales Rivers Trust (YDRT) is dedicated to the conservation and restoration of rivers and their catchments within the YDRT catchment area. We work collaboratively with local communities and action groups, national parks, and various environmental organisations to deliver impactful projects that restore our rivers, enhance biodiversity, improve water quality, and increase resilience to climate change.



YDRT Catchment Area

Farming and Conservation Officer

Role Description

This role is a vital part of the Trust's work, as engaging with farmers and land managers is essential to improving and protecting our rivers and enhancing their resilience to climate change.

We're offering an exciting opportunity for a candidate with experience in agriculture and/or land management who is passionate about making a real difference to water quality and river habitats.

The post-holder will work to raise awareness and improve understanding of diffuse and point source agricultural pollution and its impact on water quality and the wider environment. Through the formation of new farming clusters and the provision of tailored advice and support, the role aims to promote voluntary, community-led improvements in farming practices that benefit the water environment.

While the initial contract for this role is for 18 months, there is potential for the position to be extended beyond this period. The initial period will be focused within the River Wharfe and Nidd Catchments. The extension would provide the successful candidate with the opportunity to utilise their skills to develop and implement solutions to tackle agricultural pollution across other catchments within YDRT's area.

Job Specification

Main objectives	
Promote Sustainable Farming Practices	<ul style="list-style-type: none">• Encourage environmentally responsible land management through direct engagement with farmers and land managers.• Support the adoption of practices that reduce agricultural pollution and enhance river health.
Deliver Targeted Conservation Interventions	<ul style="list-style-type: none">• Identify and implement nature-based solutions to reduce runoff and nutrient pollution.• Improve water quality and riparian habitats in priority catchments, particularly the River Wharfe and River Nidd.
Facilitate Collaboration and Knowledge Sharing	<ul style="list-style-type: none">• Build and support farm cluster groups to foster peer learning and community-led conservation.• Represent the Trust in agricultural forums and strengthen partnerships with stakeholders.
Identify and Secure Delivery Funding	<ul style="list-style-type: none">• Identify funding opportunities and support with funding applications to enable project implementation.
Key responsibilities	
Conduct one-to-one farm visits to assess land management practices and promote sustainable approaches.	
Identify sources, pathways, and receptors of agricultural runoff and pollution.	

Design and implement nature-based solutions to trap sediment and reduce nutrient loading in rivers.
Explore and apply for relevant funding streams, including the Sustainable Farming Incentive and Farming in Protected Landscapes.
Lead on the delivery of farm-based interventions in collaboration with the wider team.
Manage tendering and procurement of consultants and contractors for delivery phase.
Organise and facilitate farm cluster groups to encourage collaboration and shared learning.
Play a key role in forming the Yorkshire Farming Community of Practice, working collaboratively with other Yorkshire Rivers Trusts.
Identify and secure all necessary permissions and licences for all elements of work required to deliver the works.
Attend agricultural meetings and represent the Trust in discussions with partner organisations.
Maintain accurate records of engagement, interventions, and outcomes to support monitoring and reporting.
Carry out other duties and tasks from time to time for the efficient operation of the Trust.
Promote the work of YDRT and partners during day-to-day activities and at events, presenting a positive and welcoming image of the Trust to everyone.
Act as an ambassador for the Trust's projects and wider work.

This job description cannot cover every issue or task that may arise. The successful candidate may be expected to carry out other duties which are consistent with the aim and objectives of the post.

Farming and Conservation Officer competency profile

Category	Competency	Essential or Desirable
Qualifications & experience	A degree and/or experience in a relevant discipline (A degree is not essential if you have relevant experience)	Essential
	Experience of working in a rural environment with different stakeholders including farmers and owners	Essential
	Experience of working in partnership with a range of organisations (e.g. government agencies, local authorities).	Essential
	Worked in collaboration or alongside farm advisors	Desirable
	Experience of working with a diverse range of people	Essential
	Experience in facilitating workshops and discussions	Essential
	Experience of assessing the potential opportunities and constraints of the provision of on farm pollution control measures and Nature Based Solutions.	Essential

	Experience of project management, delivering projects, dealing with contractors and suppliers.	Essential
	Professional qualifications and/or memberships, e.g. BASIS, FACTS, CIWEM	Desirable
Knowledge	An understanding of the environment, river catchments, and the link farming has with wildlife and the environment.	Essential
	A good general knowledge of farming practices, land use management, farm business management and the constraints facing farmers and other land managers.	Essential
	Knowledge of Water Framework Directive, Farming Rules for Water, cross compliance and NVZ requirements, along with the different bodies that implement/regulate those rules.	Essential
	Working knowledge of SFI and Countryside Stewardship options, capital and revenue payment systems.	Essential
	Knowledge of some of the river catchments (Nidd, Swale, Ure, Ouse and Wharfe)	Desirable
	A good understanding of the challenges of working in the NGO sector and/or a small organisation.	Desirable
Skills & Attributes	Ability to use Windows/ Microsoft Office-based computing skills including Word, Excel, Power Point and Email	Essential
	Familiarity with and ability to use GIS	Desirable
	Excellent administrative and organisational skills	Essential
	Ability to communicate with a variety of different people especially with farmers and landowners	Essential
	Able to use farming knowledge to clearly and persuasively communicate goals, adapting messages to suit individual farm practices and businesses.	Essential
	Ambitious, self- motivated and dynamic with an ability to work on own initiative	Essential
	Proactive and insightful, knowing when to seek help to solve problems at an early stage	Essential
	Ability to prioritise and organise resources to deliver work on time, to budget and agreed quality standards	Essential
	Highly resourceful and creative, with a proven ability to solve problems	Essential
	Adaptable to be able to work both independently and as part of a team	Essential
	Capacity and aptitude to work flexibly, with occasional evening and weekend working	Essential
	Experience in producing funding applications	Desirable
	Experience in managing budgets	Desirable

Terms and conditions

The following terms and conditions are typically offered to Yorkshire Dales Rivers Trust staff and are set out as a guide only. Terms and conditions may vary according to circumstances, and this summary does not form part of any subsequent employment contract.

Salary:	£31,803 - £35,555 . Full time hours of works are typically 37.5 hours per week.
Probationary period:	Four months. During the probationary period, the contract may be terminated with one week's notice.
Annual leave:	25 days annual leave plus bank holidays
Pension:	Contributory pension. The Trust contributes 9% salary.
Location:	The Trust has an office in Pateley Bridge. The successful candidate will have a hot desk available in the office but is not expected to work from the office every day.

To apply:

If you wish to apply, please send a CV (no more than two sides of A4) and covering letter (no more than two sides of A4), outlining how you meet the requirements of the person specification and job description by email to Marie Taylor, marie.taylor@ydrt.co.uk.

Applications must be received no later than **5pm on Tuesday 16th September 2025**

Successful applicants will be invited to **interview in person on the 25th of September**, more information will be provided if shortlisted.

If you would like more information on the role before submitting an application, you may contact Marie Taylor.

The Yorkshire Dales Rivers Trust

The Yorkshire Dales Rivers Trust is a registered charity covering the Swale, Ure, Nidd, Ouse and Wharfe catchment areas with a mission to:

- Protect and conserve river environments and inspire others to contribute to this;
- Provide opportunities for people to learn about and enjoy rivers;
- Encourage partnership and collaborative working at a catchment scale.

The Trust undertakes a wide range of practical projects to improve the water quality and habitat of rivers and streams and to inspire other people to care about these environments. This includes working with farmers, landowners and communities to reduce water pollution, improve river habitat, address barriers to fish migration, and reduce the risk of damage from flooding. Volunteers have always been an essential component of the Trust, assisting with practical conservation work, monitoring and events.

The Catchment based approach (CaBA) is a community-led approach that engages people and groups from across society to help improve our precious water environments. The Yorkshire Dales Rivers Trust also hosts two catchment partnerships as part of the 'Catchment based approach' initiative, which act to facilitate working and coordinate activities across the catchment. - jointly known as the Dales to Vale River Network (DVRN) <https://www.ydrt.org.uk/dvrn/>. Working as part of the catchment partnership allows us to achieve much more for the environment than we could by working alone across a large catchment area.

The Trust evolved from a group of committed volunteers and is now overseen by a board of volunteer trustees. The Trust currently employs nine members of staff who are home-based with occasional use of office space at Pateley Bridge. The working culture of the Trust encourages a professional, committed and independent approach.

More information about the Trust can found on our website <https://www.ydrt.org.uk/>