



Trent Rivers Trust

Job Title:	Environment and Farming and Advisor
Job Location:	Trent Catchment.
Salary and terms:	Salary £31,141. Full-time, maternity cover for fixed 12 months
Reporting to:	Head of Landscape and Partnerships
Base:	Hybrid working, with an office base Darley Abbey, Derby, travel to sites will be required

Background

Trent Rivers Trust is an award-winning charity, that is now delivering our 2025-2030 business strategy.



We believe the Trent has enormous potential for recovery, and 25 years of experience puts us in a position to play a leading role in the river becoming a vibrant lifeline for communities and wildlife.

As a charity and member of the Rivers Trust movement, we do this by making a hands-on difference. We take a practical, level-headed approach and work closely with local communities, landowners, businesses, and government bodies to implement innovative projects dedicated to improving river health.

Be part of a growing team

Over the last eight years, Trent Rivers Trust (TRT) has expanded rapidly. We went from eight members of staff to 25 and have hugely increased the scale of our projects.

TRT delivers a variety of projects of different lengths and complexity and has 4 work areas. These are:

- Catchment Recovery
- Land Use and Water
- River Restoration
- Connecting People and Rivers



Job Purpose

Much of our work takes place on farmland, most of it owned and managed by private farmers. The role involves liaison with farmers and landowners to work up projects and land-based schemes that deliver enhancements for the environment that are compatible with a viable farm business.

Our work focusses on the importance of water on a farm, as a resource, a habitat and the challenges and opportunities it brings through drought, drainage, flooding and pollution. The successful candidate will work within the Landscape and Partnership team and will work closely within Trent Rivers Trust's agricultural team. This role will work across the whole Trent catchment.

TRT is looking for an enthusiastic Environment and Farming Advisor to support the delivery of a number of existing projects. The primary aims of the role is to engage with farmers, provide informed farming advice and help deliver projects that deliver enhancements for soil health, natural flood management and diffuse pollution.

The post holder will understand UK farming with ideally experience implementing projects with farmers that seek to reduce pollution, improve biodiversity and soil health. It is important that TRT is supportive and collaborative in its approach to gain trust, implement solutions and ensure long term benefits from this work. This role helps to build relationships, and may work with other stakeholders, partners, business and funders, as required.

The priorities for this role will change as our portfolio of projects requiring specialist agricultural technical advice continues to develop. They may also be asked to support and help develop other project work led by TRT.

Principal Duties and Responsibilities

Farmer and landowner engagement and project delivery

- Carry out walk overs and complete on farm surveys, including farmer liaison
- Work with landowners to develop concepts and support the development of schemes. Schemes may include natural flood management, reduced diffuse pollution, sustainable land management, habitat creation and improved soil health
- Liaise with Catchment Sensitive Farming Officers and other key external partners over farmer engagement and contacts within catchments
- Secure agreements with landowners for the permission of capital works



- Work with landowners, and other TRT staff on the application for grant income for farmers/landowners to deliver NBS capital works and land management practices
- Work with other TRT staff to prepare and submit applications to obtain necessary consents and permissions (including Environment Agency Permits, Landowner Legal Agreements and Planning)
- Work with other TRT staff on the procurement of designers, contractors and other suppliers as required as well as the delivery and construction of schemes
- Work with stakeholders and TRT staff to develop and support the delivery and funding of other NBS projects as appropriate

Partnership working, Coordination and Reporting

- Liaise with external consultants, TRT staff and other partners to analyse and evaluate data and reports to prioritise and inform the delivery strategy for the various projects TRT is delivering in collaboration with farmers
- Work with the Head of Landscape and Partnership on reports and keep suitable records in line with internal and external requirements
- Work closely with other members of the TRT team who will lead on elements of capital works, data, engagement and overall management of the projects this role is involved in
- Engage with other stakeholders and Catchment Partnership organisations on future project work as required
- Contribute to and support the work and growth of TRT, delivering the Trust's vision, mission and core values
- Other duties as may be appropriate to the position

Experience and Expertise

TRT is seeking a suitably qualified person to fulfil the role of Environment and Farming Advisor. The following skills and experience have been identified as essential or desirable for this role:

Requirements	Essential	Desirable
Training and Experience		
At least two years relevant work experience in the agricultural / environmental sector.	X	
Educated to degree level or equivalent in an environment related discipline.		X



Evidence of effective communication skills including ability to build and maintain good relations with farmers and representatives of the local community	X	
Expertise in delivering projects with landowners including farmers and or water companies and Local Authorities		X
Experience of leading meetings and workshops with a range of partners and stakeholders		X
Knowledge of delivering capital projects, particularly on farmland.		X
Ability to write reports and develop project opportunities, working with partner organisations.		X
Experience of working with farmers and landowners.	X	
Excellent organisational skills and the ability to work independently with minimal supervision.	X	
Knowledge and Understanding		
A good working knowledge of agricultural systems, rural land management, soils and soil health.	X	
Knowledge of the current system of farm subsidies and other grants available to farmers		X
Passion for nature conservation and broader work that helps bring greater resilience of our river systems to climate change		X
An understanding of hydrological survey techniques used to understand flow paths, particularly across agricultural land		X
Working knowledge of the water environment and the principle impacts influencing water quality, water level management and river processes.		X
Experience of GIS within the context of recording, mapping and interpreting data.		X
Financial acumen - ability to monitor and manage budgets, claims, necessary audit requirements.		X
A good working knowledge of MS Office 365, email and social media	X	
Understanding of good record keeping and how to fulfil funders' requirements		X
Miscellaneous		
Commitment to equality of opportunity	X	
Full driving licence and car insured for business use	X	



Ability to work occasional evenings and weekends if required	X	
Applying for funding for environmental projects.		X
A strong team player who can work remotely and relate to other TRT staff to achieve shared work objectives.	X	
Knowledge of Health and Safety as it relates to the oversight of environmental projects	X	
An affinity with the aims and objectives of TRT and its role of improving the Trent environment for people and wildlife.	X	

Equality, Diversity & Inclusion

Trent Rivers Trust is committed to building an inclusive and diverse workplace where everyone feels valued, respected and supported.

We aim to be flexible in terms of people's workplace and working requirements. If you need any adjustments or support during the application process, at interview, or in the workplace, please feel comfortable discussing this with us at any stage.

Terms and Conditions

- The starting salary for this post is £31,141 FTE. It is anticipated that this will be a full-time post. This post is fixed term for 12 months, with the possibility of extension afterwards dependant on funding. Part-time working may be considered for an exceptional candidate; the salary will be paid pro rata in this case
- The post will be based at our Darley Abbey Office, Derby. TRT operates a blended hybrid home-office work base
- The post will require frequent travel around the Trent catchment and therefore a full UK driving licence and access to a car is essential. Mileage expenses will be paid in accordance with the HMRC non-taxable levels. Car insurance providers need to be made aware of this business use
- TRT will contribute 9% of gross salary by the Trust, subject to a 6% Employee Contribution or the minimum rates in line with our auto-enrolment scheme, both subject to possible increases. TRT can contribute to a qualifying pension scheme of choice of the successful post holder. TRT recommends seeking independent legal advice in regard to pensions
- The post attracts an annual holiday entitlement of 25 days plus, usually eight, statutory bank holidays for a FTE post, calculated on a pro rata basis for part time hours. The standard TRT working day is 7.5 hours though with flexibility around core hours



The Trent Rivers Trust Work Ethos

The Trent Rivers Trust comprises a growing team of environmental professionals dedicated to the improvement and enhancement of the Trent Catchment. Staff members often work unsupervised due to the nature of our work and size of the Trent catchment. Regular team meetings and other catch-ups are organised where we share ideas, learn from each other and support improvement within TRT.

TRT recognises the importance of a strong work-life balance and actively promotes this. A high degree of flexibility is provided to staff members in relation to hours and location of work in return for their commitment, honesty and integrity. TRT expects staff to follow our five core values of being galvanising, supportive, independent, aspirational and having integrity. Staff members are expected to work unsocial hours when necessary, including occasional weekends and evenings.