

Hampshire & Isle of Wight Wildlife Trust
JOB DESCRIPTION

1. IDENTIFICATION OF JOB	
JOB TITLE	Grazing and Farm Manager
DEPARTMENT	Estates & Conservation Delivery
RESPONSIBLE TO	Director of Estates & Conservation Delivery
RESPONSIBLE FOR	Stockperson, Assistant Stockperson and Volunteers, Contractors, Livestock
JOB LEVEL	E

2. OVERALL PURPOSE OF JOB
<p>Background: The Trust currently owns a herd of approximately 380 cattle and flock of 250 sheep which deliver grazing across our land holding predominantly in north and central Hampshire. The Trust has built up the herd through purchase and breeding over the past four years but is now looking to reduce its over wintering needs by moving to a more predominantly stores model. This model will inevitably involve significant purchase and sales of livestock particularly in the spring and autumn.</p> <p>Reporting to the Director of Estates & Conservation Delivery, this role requires the management and day-to-day delivery of the Trusts conservation grazing operation and the team of staff who are responsible for delivering grazing and livestock welfare across Trust nature reserves in Hampshire and the Isle of Wight. It also involves the management and HLS delivery of the Trust farms, organisation of meat /livestock sales and the contract grazing service.</p> <p>The post holder will provide support and expertise within the Trust on the Grazing Enterprise, livestock regulations, welfare, husbandry, cross compliance and grazing management. The post will support the Trust's ability to fulfil its legal and contractual obligations associated with conservation grazing as well as meeting public safety obligations.</p> <p>The post holder will be integral to maintaining the positive, progressive and strategic approach to the Trust's management of its conservation grazing.</p> <p>This is a cross cutting role requiring the post holder to work closely with staff from all Trust Departments and in particular the Area Conservation Teams and Reserves Managers.</p>

3. MAIN RESPONSIBILITIES
<ul style="list-style-type: none"> • Overall management of the Trusts in-house conservation grazing delivery by supporting and line-managing a team of staff delivering a significant, multi-site conservation grazing operation across the two counties to enable them to achieve excellent standards of animal welfare, husbandry, compliance, legal and contractual obligations. This includes following the Trust's staff management policies and procedures. • Provide a strategic overview of all the Trust's conservation grazing requirements. Maintain consistent and improved procedures across the Trust for grazing practices as well as embodying a positive, conscientious approach towards livestock regulations and compliance. • Drive forward the Trust's move to a predominantly stores model, livestock purchase & sales, breeding programme and the Trust contract grazing service where it is compatible with delivering the Trusts own legal and contractual obligations.

4. JOB SPECIFICATION / SCOPE OF ROLE

Delivering The Grazing Enterprise:

The Grazing and Farm Manager is the driving force behind the delivery of a high quality, effective and progressive conservation grazing operation and everything that it entails. This includes management and support of a team of staff who are delivering grazing on the ground, budgetary responsibility and a strategic overview of Trust-wide grazing, cross compliance responsibilities and record keeping. You will report annually on the progress of the Grazing Enterprise against the business plan, including carrying out monitoring and analysis of existing monitoring systems already in place.

You will oversee (through the team) the management, husbandry and welfare of livestock on Trust sites, in-transit and on Trust farm holdings, including TB testing, biosecurity and ensuring appropriate emergency cover outside normal working hours.

You will push forward the Trust's meat marketing plan, stores model, livestock sales and breeding programme which will enable the operation to generate income where appropriate whilst delivering a high quality conservation grazing service across a significant suite of sites.

You will support the Estates & Conservation Delivery department to ensure that the Trust identifies and manages risk appropriately and meets its legal and contractual obligations with regard to grazing and livestock.

You will support and manage the Grazing Officers in your team to enable them to achieve their conservation management works and HLS obligations on the farms you oversee.

You will work closely with other teams to promote, gain funding, income and support for our work.

Managing Trust Farm Holdings:

The Trust owns two small farms which are crucial hubs for the Grazing Enterprise. You will be responsible for the management of both farms and their use to maximise the effectiveness of the grazing operation while promoting the wildlife and biodiversity of these sites. Across the team you and your staff will manage the farmland/grassland of both farms in accordance to the HLS agreement including cross compliance, grassland management, hay production, grazing management and necessary monitoring and recording. This may be done both in-house and with contractors. You and your team will be responsible for infrastructure repairs and buildings maintenance as well as overall health and safety of staff, visitors, volunteers and livestock on the farm holding, ensuring legal requirements are met.

Strategic Oversight:

The development of an in-house grazing service has been a step change for the Trust over the last five years. Continuing the overall direction and progressive ethos of the operation will be key to this role. Excellent internal relationships across many areas of the Trust is required with staff and volunteers, as well as external organisations, partners, statutory bodies, landowners, vets, funders, public and neighbours.

You will represent the Trust and act as a key contact for information about conservation grazing and livestock for staff, members, external organisations, partners, private individuals and funders to ensure a consistent and accurate message. You will be willing to promote the Trust and the Grazing Enterprise and wider Trust objectives at occasional events or when on Trust managed holdings.

Weekend, evening and emergency call out working will be integral to this post and as a result of the post holder must live locally to the operation.

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PERSON SPECIFICATION

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DEPARTMENT	Estates & Conservation Delivery

Below is the list of experience, knowledge, skills and personal qualities desirable for the above role.

Area A EXPERIENCE
<ul style="list-style-type: none"> • Experience of working with livestock and understanding of grazing systems and their impact on habitat management • Experience of livestock management and handling, including calving and lambing • Experience of farm business, meat and livestock sales and purchase • Business management; assessment of business models; competitive environment • Budget preparation • Decision making • Experience of transporting livestock by road • Experience of CTS online or cattle movement records • Experience of pedigree breeding, running stores models, knowledge of traditional breeds and their management
Area B KNOWLEDGE
<ul style="list-style-type: none"> • Knowledge of livestock breeding systems and herd health plans • Knowledge of current legal and technical issues relating to livestock management, animal welfare and grazing best practice. • A genuine interest in wildlife and/or nature conservation • An understanding of nature conservation issues and/or ecology • Knowledge of cross compliance, GAEC, NVZs, movement regulations, CPHs, livestock regulations • Up to date knowledge of bTB regulations
Area C SKILLS
<ul style="list-style-type: none"> • A recognised qualification in agriculture, livestock husbandry, conservation or relevant subject • Extensive, proven livestock husbandry and management skills (particularly cattle and sheep) • Good written communication, presentation and report writing skills • Good interpersonal skills • IT literate, especially MS Word, Excel and email • Full, ideally clean, driving licence • Livestock Transport Certificate (short journey) • Trained or experienced in tractor driving, driving with a trailer, off-road driving • First Aid
Area D PERSONAL QUALITIES
<ul style="list-style-type: none"> • Exceptional organisational skills and an ability to prioritise your workload • Exceptional logistical skills • Ability to work flexibly, including unsociable hours and regular/emergency call outs • Excellent professional reputation • Business acumen • Strong practical aptitude • Assertiveness, energy and drive • Good, proactive communication skills • Approachable • Ability to act on own initiative and be resourceful • Ability to work alone and as part of a team when required • Must be willing to live locally