

# **Farm & Tree Advisor: Avon Wildlife Trust / Gloucestershire Wildlife Trust and Western Forest**

**Salary:** £29-32,000

**Hours:** Full time, 37.5 hours per week (flexible working available)

**Contract:** Fixed term to March 2028, with possible extension

**Location:** Bristol-based with regular travel across the West of England

**Please complete the application form:** <https://forms.office.com/e/Bfpb4sT23r>

**DEADLINE: Sunday 22 March at 23.59**

**We are recruiting for two roles, one in Avon Wildlife Trust and one in Gloucestershire Wildlife Trust. The job description and person specification are the same for each role. You can elect a preference for one or either Wildlife Trust in your application form.**

## **Help Create the Western Forest**

The Western Forest is a bold new initiative forming part of England's National Forest Network—connecting landscapes across Avon, Wiltshire and Gloucestershire. Together with a wide network of partners, we're working to restore nature, improve wellbeing and generate green growth.

As a **Farm & Tree Advisor**, you will play a pivotal role in planning and delivering woodland creation, supporting our ambition to establish 2,500 hectares of new woodland by 2030. You'll be working directly with farmers and landowners to bring tree-planting projects to life—ensuring the right trees are planted in the right places, supported by the right grants and funding.

You'll be joining a friendly, supportive team in Avon Wildlife Trust or Gloucestershire Wildlife Trust, supported by the Western Forest team expertise and embedded in a region-wide nature recovery network.

## **What You'll Be Doing**

- Acting as an on-the-ground representative of Avon Wildlife Trust / Gloucestershire Wildlife Trust and the Western Forest
- Identifying new tree and woodland creation opportunities with existing and new farmer and landowner contacts
- Building and developing strong, trusted relationships with farmers and landowners in your area

- Delivering a one-stop shop advisory service for tree planting, including site visits, planting design support and grant guidance
- Producing tree creation plans that deliver benefits to the farming system and wider land use
- Managing multiple landowner projects simultaneously—mapping, costing, planning and reporting
- Preparing grant applications and navigating regulatory requirements
- Working collaboratively with forestry agents, farmers, partners, and other environmental NGOs

## About You

We're looking for someone who combines **farm and tree expertise** with strong **project management** and **communication and engagement skills**. You'll thrive when working with people to deliver meaningful change on the ground that works for them and the environment.

## Our Commitment to Diversity & Inclusion

Avon Wildlife Trust / Gloucestershire Wildlife Trust and Western Forest are committed to building teams that reflects the diversity of the communities we serve. We believe that **nature is for everyone**, and we welcome applicants from all backgrounds, identities and lived experiences.

We operate a **blind shortlisting process** to ensure fairness and focus on your skills and experience. If you need reasonable adjustments, please let us know.

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## How to Apply

If you're excited about helping shape the future of woodlands across the West of England, we'd love to hear from you. **Please review the job description below. Please complete the application form here: <https://forms.office.com/e/Bfpb4sT23r>**

**DEADLINE: Sunday 22 March at 23.59**

Any questions or if you'd like to have an informal discussion before applying, please email Jack McCrickard, Woodland and Nature Recovery Manager at [info@westernforest.org.uk](mailto:info@westernforest.org.uk)

Intended interviews during week commencing 30 March 2026.

We will inform all applicants of the outcome of your application but we may not be able to provide individual feedback to all applicants.

## Job Description

**Job title:** Farm & Tree Advisor

**Team:** Nature Recovery Team

**Responsible to:** Head of Nature's Recovery (Avon Wildlife Trust / Gloucestershire Wildlife Trust) plus Woodland & Nature Recovery Manager (Western Forest)

**Salary:** £29-32,000

**Contract:** Fixed term to March 2028, with possible extension

**Working base:** Main working base will be at either Avon Wildlife Trust or Gloucestershire Wildlife Trust Offices at:

- Avon:
  - 17 Great George Street, Bristol BS1 5QT
  - Folly Farm, Stow, Pensford, Bristol BS39 4DW
- Gloucestershire:
  - Robinswood Hill Country Park, Reservoir Road, Gloucester, GL4 6SX

Along with regular travel to Western Forest office in Bristol and third-party sites across the project area. Some home working by prior agreement with your line manager.

## Overall purpose of job

The Western Forest is a new initiative that is part England's National Forest Network, working to connect a greener future across Avon, Wiltshire and Gloucestershire to restore nature, improve wellbeing and drive growth.

Western Forest brings together a network of partners across six counties to achieve tree planting at scale. As a Farm and Tree Advisor, you will play a pivotal role in planning and delivering woodland creation for Western Forest and will contribute to achieving the ambitious target of creating 2,500 hectares of new woodland by 2030.

You will join the friendly, supportive team embedded in a network of partner organisations, while being directly supported by Avon Wildlife Trust / Gloucestershire Wildlife Trust expertise. This position requires a combination of technical expertise in farming and trees, stakeholder engagement and relationship building, and will be responsible for managing the development of on-site tree planting projects along with associated funding applications.

## Main Responsibilities

Working with existing landowner contacts and developing new contacts, you will identify sites where new woodlands can be planted, or tree cover increased. You will work with landowners to develop woodland and tree planting plans, ensuring the right

trees are in the right places and that new plantings work within the landscape and complement land use.

You will act as an on-the-ground representative of Avon Wildlife Trust / Gloucestershire Wildlife Trust and will deliver Western Forest in collaboration with partners within identified priority areas. You will deliver a simple 'one stop shop' for anyone who wants to plant trees. Offering:

1. Free site visits for tree planting projects, guided by what the farmer, landowner or land manager wants;
2. Support and advice on the planting design; identifying the most suitable grants for carrying this out;
3. Drafting and submitting grant applications and carrying out regulatory checks.

This role will focus on providing this service in Western Forest Priority Areas that sit within either Wildlife Trust's area of operation:

- Avon: in Bristol, Bath & North-East Somerset, North Somerset and South Gloucestershire (the old county of Avon);
- Gloucestershire: the county of Gloucestershire

## **Job Specification**

### **Management and Supervision**

- Being well organised, you will be able to run multiple site projects in parallel, delivering them on time, on budget and to scope. This will involve identifying, planning, mapping and costing work at the desk and on-site.
- You will simultaneously be progressing projects at different stages of development and reporting progress to colleagues.

### **Accountability and Resources**

- You will work with Western Forest staff to identify suitable grants for your sites, managing all grant applications and delivery budgets. You will liaise with Avon Wildlife Trust / Gloucestershire Wildlife Trust's fundraising team.
- You will coordinate the submission of grant funding bids with the farmers, landowners and land managers.

### **Job Impact**

- You will lead a number of site-specific tree and woodland planting projects contributing to the Western Forests' overall targets.
- Using Avon Wildlife Trust / Gloucestershire Wildlife Trust's existing contacts, and in developing new contacts, you will identify sites where new woodlands can be planted, or tree cover increased.

## **Independence and Judgement**

- You will act as an on-the-ground representative of Avon Wildlife Trust / Gloucestershire Wildlife Trust and Western Forest, delivering a simple 'one-stop shop' for anyone who wants to plant trees.
- You will work with landowners to develop woodland and tree planting plans, ensuring the right trees are in the right places and that new plantings work within the landscape and complement land use.
- Through appreciating the challenges of running a farm or managing land, you will provide expert guidance to farmers to support them in developing environmentally- and economically-resilient farms.

## **People and Contacts**

- You are a skilled communicator, comfortable with talking to a range of farmers or landowners and able to give clear advice about a complex funding landscape.
- You are able to communicate clearly and persuasively; building strong relationships with farmers and partners. Highlighting the benefits of trees and agroecological systems in farming and land management systems, to become a trusted advisor.
- You will work closely with forestry agents to deliver thriving woodlands.
- You will develop and hold strong relationships with Western Forest partners and other eNGO's working in the area to ensure work is complementary.

## **Creativity and Innovation**

- You will develop project work sites, tailoring the woodland/tree planting design to the needs of the landowner and in line with potential funding sources, while maximising the benefits to nature and climate, in line with project targets.

## **Working Conditions**

- You will be required to work from Avon Wildlife Trust / Gloucestershire Wildlife Trust hubs and at a range of third-party site locations around the West of England area.
- Some regional travel will be expected within Avon Wildlife Trust / Gloucestershire, and some travel to visit other project locations outside of Avon / Gloucestershire
- Work will be a mix of desk based and on-site, with periods of physical outdoor work and site visits in all weathers.
- Occasional out-of-hours support for events will be required, including weekends and evening for which TOIL is awarded.
- Optional home working by prior agreement with your line manager.
- You will not be required to work outside of the UK.

# Person Specification

Please note - we have robust safeguarding procedures in place. This post may be subject to a successful enhanced DBS (Disclosure and Barring Service) check if applicable, and we will require two workplace references before appointment.

## Experience

### Essential:

- Experience of planning and implementing tree planting projects
- Experience advising farmers and landowners on agroecological schemes
- Project management experience, including keeping multiple projects on time, budget and scope
- Experience engaging with diverse stakeholders, including farmers, landowners/managers and communities
- Experience managing contractors and consultants; ensuring works are delivered on time and to budget
- Experience building partnerships with partner organisations
- Experience securing permissions ensuring adherence to regulations

### Desired:

- Experience of the regulatory requirements for afforestation including Environmental Impact Assessments

## Competence, knowledge and skills

### Essential:

- Knowledge of practical, environmental and business challenges of developing resilient farming and land management approaches
- Knowledge of trees and woodland creation
- A relevant qualification in agriculture, forestry, land management or a related subject (or relevant professional experience)
- Competence in the use of Geographic Information Systems (GIS), able to produce clear, accurate maps for landowners

### Desired:

- Good knowledge of the Western Forest area

## Personal qualities

### Essential:

- Excellent communication skills – empathetic, persuasive, practical
- Highly organised, able to prioritise workloads to meet deadlines
- Ability to build effective relationships with people and organisations
- Excellent attention to detail, including with Health and Safety procedures
- A great team worker, with a strong track record of collaboration and relationship management

- Competent in using common IT packages, incl. Microsoft Office
- Full driving licence with own vehicle
- Interest in wildlife and nature conservation and supportive of the aims of the Wildlife Trusts.
- Aligned with Avon Wildlife Trust / Gloucestershire Wildlife Trust's values: we are determined, we get things done, we are collaborative.

## **Our commitment to Equity, Diversity and Inclusion**

Central to Avon Wildlife Trust / Gloucestershire Wildlife Trust's mission is that nature is for everyone. We want to ensure that access to nature is a right, not a privilege.

Our vision of *nature as the solution: a flourishing future for nature and people together* goes hand in hand with the creation of a diverse organisation that reflects the communities that we serve. The differences of thought, skills, ideas and experience brought by a diverse team of staff, trainees and partners is essential in tackling the future climate and ecological challenges we face across our region.

We are committed to building a working environment in which all individuals are free from discrimination and in which opportunities are equal to all.