

Farm & Tree Advisor: Wiltshire Wildlife Trust and Western Forest

Salary: £30-32,000

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

Contract: Fixed term to March 2028, with possible extension subject to funding

Location: Elm Tree Court, Devizes office base with some home working available and regular travel across Wiltshire

Please complete the application form:

<https://forms.cloud.microsoft/e/dkVh8P4UC9>

DEADLINE: Sunday 13 September at 23.59

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. We are hosted by the Forest of Avon Trust.

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.

This is a rare opportunity to help shape one of England's newest National Forests from the very beginning. You'll have the freedom to build trusted relationships with farmers, influence how trees are integrated into productive landscapes, and see your projects grow from first conversations through to trees in the ground.

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

What You'll Be Doing

- On-the-ground representative of Wiltshire Wildlife Trust and Western Forest
- Identifying new tree and woodland creation opportunities with existing and new farmer and landowner contacts
- Supporting woodland creation, shelterbelts, wood pasture, agroforestry and other tree-based solutions that work for productive farming businesses

- 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
- Leading multiple projects from first conversation to design, funding and delivery
- 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 excellent **communication and relationship-building 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

Wiltshire Wildlife Trust and Western Forest are committed to building teams that reflect the diversity of the communities we serve. We believe that **nature is for everyone**; 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.

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.cloud.microsoft/e/dkVh8P4UC9>**

DEADLINE: Sunday 13 September 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

Intended interviews Wednesday 23 September 2026

We will inform all applicants of the outcome of your application but due to anticipated volume of applications we may be unable to provide individual feedback to all applicants.

Job Description

Job title: Farm & Tree Advisor

Team: Nature Recovery Team

Responsible to: Head of Farm Led Nature Recovery (Wiltshire Wildlife Trust) plus Woodland & Nature Recovery Manager (Western Forest)

Salary: £30-32,000

Contract: Fixed term to March 2028, with possible extension

Working base: Main working base will be at Wiltshire Wildlife Trust Offices at:

- Elm Tree Court, Long Street, Devizes, Wiltshire, SN10 1NJ

Elm Tree Court, Devizes office base with some home working and regular travel across Wiltshire

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, Gloucestershire and Wiltshire to restore nature, improve wellbeing and drive growth. Western Forest is hosted by the Forest of Avon Trust.

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 Wiltshire 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 Wiltshire 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 Wiltshire Wildlife Trust's area of operation.

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 Wiltshire 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 Wiltshire 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 Wiltshire 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 Wiltshire Wildlife Trust hubs. Some regional travel will be expected within Wiltshire, and some travel to visit other project locations across the whole Western Forest area.
- 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 Wiltshire Wildlife Trust's values:

Our commitment to Equity, Diversity and Inclusion

Wiltshire Wildlife Trust is fully committed to safeguarding the welfare of all children, young people and adults at risk. All WWT staff will receive safeguarding training and must ensure that they comply with WWT's safeguarding policy.

Wiltshire Wildlife Trust is an equal opportunity employer. We are committed to developing an inclusive and diverse organisation, in which everyone feels supported, valued, and able to be their full selves. To achieve our vision of creating a world richer in nature, we need talented people, and more diverse people, on nature's side. Wiltshire Wildlife Trust is an exemplary employer with high staff satisfaction and multiple benefits for employees. These benefits include:

- Company pension & Salary exchange scheme
- Group risk insurance – death in service and income protection
- Employee Assistance Programme
- 28 days holiday inclusive of 8 bank holidays/25 days annual leave plus public holidays (pro-rata)/ 27 days annual leave increasing to 30 days in your fifth year of service plus public holidays (pro-rata)
- Staff discount at Dragonfly Cafe
- Free tea and coffee
- Head office in town centre with on-site parking
- Cycle to Work Scheme
- Two staff wellbeing days per annum