



1. JOB DESCRIPTION

IDENTIFICATION OF JOB

- Job Title** : • Idle Catchment Agricultural Advisor
- Group/Team** : • Nature Recovery (North)
- Working Base** : • The Idle Valley Rural Learning Centre and Home
- Responsible to** : • Head of Nature Recovery (North)
- Responsible for** : • No direct line management responsibility but expected to provide bespoke technical support to other STW staff as required.
- Overall Purpose of Job** : Over the last five years Severn Trent Water (STW) have undertaken a programme of catchment management schemes across 44 catchments. These schemes aim to halt and reverse the rising trend of nitrate and pesticide levels in raw water. The job holder will join an existing catchment management team within STW, whose purpose is to help farmers reduce the levels of nitrate and pesticides entering the water environment close to STW water supply sources, the post will be hosted by the Nottinghamshire Wildlife Trust, who are Water Framework Directive Catchment Hosts for the Idle.
- The principal purpose of the Agricultural Advisor role is to deliver catchment specific advice campaigns in the Idle Catchment resulting in behavioural change amongst farmers and land managers, leading to a reduction in diffuse water pollution from agriculture. You will be responsible for developing and implementing these campaigns, engaging with local farmers, partners and stakeholders and securing agreement and ownership at catchment scale on key pollution issues and solutions. This is a great opportunity to use your agricultural knowledge to help solve a real problem facing the water industry whilst promoting sustainable agriculture and nature-based solutions, and contributing to the creation of Nature Recovery Networks.
- Main Responsibilities** : • Co-ordinate, and oversee catchment-specific advice and campaign delivery, under the guidance of the Idle Catchment Partnership Steering Group and working closely with NWT's Idle Catchment Host.
- Be responsible for demonstrations, workshops, advice, delivery and communication activities as agreed in catchment action plans and local communications plans.
 - Undertake direct delivery of advice to farmers, at all levels and scales.
 - Deliver STEPS in Nottinghamshire - promote uptake of the grant scheme in the catchment and work with farmers to secure high quality and relevant

applications. Support farms undergoing existing STEPS funded improvement works and build on productive working relationships. Troubleshoot soil and water management problems on farms in a sensitive and constructive manner, seeking to bring them into STEPS and other relevant Severn Trent Catchment schemes.

- Support the development and delivery of catchment management and river restoration projects within the Idle catchment, assisting NWT conservation officers and other partners on projects as required, and leading on key elements where your specific skills and expertise are essential.
- Support the Nature Recovery Networks in Farmed Landscapes Project Officer with advice as required.
- Develop innovative projects to demonstrate sustainable soil and water management.

2. JOB SPECIFICATION

Line Management and Supervision

- The post holder has no direct responsibility for staff but is expected to support and advise other STW Catchment Advisors - bringing agronomy skills to the STW and NWT Teams.

Responsibility, Budgets and Other Resources

- Report project successes and complete advice databases - produce a monthly progress report and update the risks & issues register maintained by Catchment Scientists for inclusion within internal STW reporting. Record all farmer engagement and change on the catchment advice recording database and submit to the central STW team on a monthly basis.
- The post holder will have responsibility for the good management of STW budgets for projects.
- The post holder will ensure that STW ODI targets are met in their area.
- The post holder will be responsible for negotiating contracts for projects and in working with and supervising contractors.

Work Complexity

- To deliver a programme of sustainable soil and water management advice and delivery with farmers.
- To deliver the STEPS grants scheme ensuring that STW's targets and business plan outputs are met, in accordance with Severn Trent's AMP7 ODI commitments.
- To work with farmers, agronomists, and other agricultural practitioners to improve standards of soils and water management and prevent pollution, using specialist skills and knowledge.
- The post holder will ensure that STW targets to prevent pollution in the drinking water boreholes are met, where feasible.
- The post holder will work alongside NWT Conservation staff to provide technical agricultural and water quality input to projects, particularly those related to WFD delivery .



Decision Making, Creativity and Innovation

- Water quality monitoring -- carry out catchment water quality monitoring. This includes following health and safety protocols, completing appropriate sample documentation and delivering samples to nearest collection hub.
- The post holder will work independently to deliver STW targets, focussing on finding solutions and negotiating delivery of outputs with a wide range of stakeholders.
- The post holder will seek to develop, fund and deliver innovative projects to tackle Nottinghamshire's soil and water management problems.
- The post holder is expected to work independently, integrating both STW and NWT systems and aims.
- The post holder will support the team to deliver the Nature Recovery objectives of the Trust. They will work with Trust staff, volunteers and external partners on varied areas of delivery related to conservation on farms.

People, Contacts and Representation

- Liaison, both internally and externally is part of the job. The postholder will be in contact with other staff, volunteers, local groups, partner organisations and members of the public.
- The postholder will also be expected to represent NWT and STW at local and national events and to develop projects with a wide range of stakeholders at all levels.
- You will work with the central STW team and partners in the Catchment Partnership to advocate, promote and improve catchment schemes, and attend Catchment Partnership Steering group meetings to report back on delivery.
- You will attend local stakeholder meetings including CaBA partnership workshops. Work with other local initiatives to promote the '1 contact 1 visit' principle between organisations. If appropriate hold regular local steering group (local partnership group/liaison group where relevant) meetings. Develop and deliver a catchment communications plan.
- Attend Nottinghamshire Wildlife Trust (NWT) and Severn Trent Water Team meetings where relevant to ensure good communication and coordination with NWT and STW staff

Working Conditions

- Full time
- Fixed term contract until March 2025
- This role is split between the Trust office at the Idle Valley Rural Learning Centre, near Retford, and home working, and there will be a need for regular travel across the County and within the Severn Trent Region
- Occasional evening and weekend working may be required.
- In order for the organisation to work effectively, the postholder may be required to assist with other areas of work and therefore should be prepared to undertake other duties appropriate to the post.
- The postholder will abide by NWT's Health and Safety policies and guidance.

3. PERSON SPECIFICATION

Job Title: Idle Catchment Agricultural Advisor

Team: Nature Recovery (North)

Experience	• Agronomist or experienced agricultural/ land management background	Essential
	• Possess strong technical skills alongside proven experience of working with agricultural businesses	Essential
	• Demonstrable experience of building strong working relationships within the farming community	Essential
	• Stakeholder engagement and management experience	Desirable
	• Experience of catchment management	Desirable
	• Experience/knowledge of a utilities industry	Desirable
	• Proven track record of successfully working with the environmental sector interest groups, the agricultural sector and environmental regulators	Desirable
	• Experience of budgets, contract management and financial reporting	Desirable
	• Experience of advising on conservation land management	Desirable
	• Organising and running public events, and giving presentations	Desirable

Competence, Knowledge & Skills	• Degree in Agriculture/ Environmental/Agronomy / a related science, or significant relevant experience (essential)	Essential
	• Knowledge of biodiversity and ecological systems on farms	Essential
	• Good working knowledge of UK nature conservation and agricultural policy	Essential
	• Ability to establish good professional relationships and liaise effectively with a wide range of people	Essential
	• Consultation and high level negotiation skills	Essential
	• Excellent communication (oral and written), including report writing skills	Essential
	• Ability to prioritise workloads and meet deadlines	Essential
	• Efficient administration and organisation, including record keeping skills	Essential
	• IT skills including Microsoft Office Suite (Word/Excel/PowerPoint/Teams) and internet	Essential
	• Full UK driving licence	Essential
	• Leadership, people, project and budget management skills	Desirable
	• Ability to develop programmes and strategies	Desirable
	• Knowledge and understanding of Health and Safety practices	Desirable
	• Scientific and technical skills in the area of catchment management	Desirable
• Familiarity with the fauna and flora of Nottinghamshire	Desirable	

Personal Qualities	• Flexible and positive approach to wide ranging tasks.
	• High level of enthusiasm, self-motivation and self-discipline.
	• Ability to work as part of a team and on own initiative.
	• Problem solving mind-set to identify ways to manage complex water quality issues

Nottinghamshire Wildlife Trust



	and hard to reach farmers, and to identify new opportunities.
	<ul style="list-style-type: none">• Commitment to nature conservation.
	<ul style="list-style-type: none">• Commitment to equal opportunities and high standards of customer care.
	<ul style="list-style-type: none">• Well-presented individual with the confidence to make approaches to a range of external colleagues and the public.