



Project Officer - Landowner & Farming

Salary: £32,000 per annum

Contract: Full time, fixed term (18 months)

Location: Our offices in Greengates, Bradford. Hybrid.

Reports to: Project Manager

Purpose of the Role

Could you engage with farmers and land managers in the River Aire and its tributaries? We are looking for an enthusiastic, proactive and approachable person to join our team. This is a hands-on role for someone who has experience in agriculture and/or land management and thrives on connecting with people and inspiring environmental action. The project officer will be responsible for successful delivery of projects related to sustainable farming initiatives and conservation interventions.

Key Responsibilities:

Facilitate Collaboration and Knowledge Sharing

- Build and support farm cluster groups to foster peer learning and community-led conservation.
- Work directly with farmers and landowners across the catchments to provide free, confidential advice and support.
- Share best practice and provide a forum for open discussion within the farming community including engaging workshops that focus on soil health, water management and regenerative farming techniques.
- Maintain accurate records of engagement, interventions, and outcomes to support monitoring and reporting.

Deliver Targeted Conservation Interventions

- Identify and implement nature-based solutions to reduce runoff and nutrient pollution.
- Implement interventions to address barriers to fish passage and to enhance rivers.
- Identify funding opportunities and support with funding applications to enable project implementation.
- Monitor progress against agreed outcomes and ensure project goals are met.
- Track project budgets and forecasts, ensuring financial controls are adhered to.

Promote Sustainable Farming Practices

- Support the development of bespoke whole-farm management plans to improve water quality and reduce both diffuse and point-source pollution.
- Support delivery of pollution-reducing solutions that promote good land management and resilient farm businesses and enhance river health.

Person Specification

Essential Criteria

- Proven experience in working in a rural environment with different stakeholders including farmers and owners.
- Practical experience of facilitating workshops and discussions with a diverse range of people.
- A good general knowledge of farming practices, land use management, farm business management and the challenges facing farmers and other land managers.
- Experience of navigating the challenges and opportunities associated with introducing pollution control measures and Nature Based Solutions.
- Excellent communication skills, including the ability to communicate in different ways with a variety of people especially farmers and landowners.
- Ability to deliver work on time, to budget and agreed quality standards.

Desirable Criteria

- Knowledge and experience of sustainable farm incentives (SFI) and Countryside Stewardship options and other funding opportunities.
- Relevant training such as Pinpoint or BASIS (we can support staff through these)
- Degree or equivalent qualification in a relevant field
- Knowledge of Farming Rules for Water, Storing silage, slurry and agricultural fuel oil regulations, abstraction licensing, Nitrate Vulnerable Zones and other relevant regulations and guidance.
- Knowledge and experience of issues related to addressing/ removing barriers to fish passage.

Working for us

- **Hours:** 37 hours a week, with occasional evening or weekend work required for events or community engagement activities. We do not pay overtime and so any out of hours working will be compensated by Time off in Lieu.
- **Travel:** Some travel within the Aire catchment area for meetings and stakeholder engagement. You will need your own car and a full driving licence.
- **Location:** The role will be based at our offices in Greengates, Bradford
- **Benefits**



- 25 days annual leave, plus bank holidays with increases linked to length of service
- Nest Pension Scheme
- Hybrid working
- At the discretion of the Trustees an enhanced sick pay offer:
 - After your probationary period, 20 days full pay and 20 days half pay
 - After one year of service, 40 days full pay and 40 days half pay

About us

The Aire Rivers Trust is a small charity of dedicated and friendly people who want to improve our River Aire and its catchment. We are part of a [national network of Rivers Trusts](#), each of which works to improve their river for people, wildlife and the environment. We believe in connecting people, places and nature.

Our vision for the River Aire is that it will be a thriving river valued for its environmental, social and economic benefits, and which is actively appreciated by the community for its diverse ecology and contribution to flood risk management.

The work we do is both special and very varied. A typical week can include anything from building fish passes to supporting local volunteers, clearing litter from the riverbanks or working with community groups to engage and support them to look after their river.