

# Role Description



## Post Details

<b>Post Title:</b>	Working Farm Manager, GWCT Allerton Project
<b>Type of appointment:</b>	Full-time, permanent
<b>Reporting to:</b>	Head of Project
<b>Location:</b>	Allerton Project, Loddington
<b>Hours of work:</b>	Full time
<b>Salary:</b>	£32 – 35K plus house onsite at a concessionary rent

## Job Purpose

The Allerton Project is an 800 acre Research & Demonstration farm located in East Leicestershire, close to the town of Uppingham. The Project is a subsidiary of the Game & Wildlife Conservation Trust. The farm grows a range of forage and arable crops on predominately Hanslope/Denchworth series clays.

We are looking to engage a new Working Farm Manager. This role offers a diverse and varied role including farm planning, operations work, project management and involvement with research. An outward facing role with the opportunity to talk and learn from a wide range of the team as well as visitors and local farmers.

Alongside carrying out farm operations such as cultivating, drilling, fertilising and spraying, this role gives the opportunity for an individual to be involved in pursuing best practice farm management and demonstrating and communicating this to others. We do commercial cropping and a wide range of trials and are looking for someone to help us bring these two areas together across the rotation and drive the work forward. Attention to detail and timeliness of operations is key and the ability to establish and manage crops in different ways as part of the trials programme is critical, particularly given recent climatic challenges. The successful applicant will also be expected to oversee the engagement of contractors and negotiate some equipment sharing with neighbours.

The Project also runs a “Best Practice” released pheasant shoot and the Farm Manager is expected to work closely with the Head Keeper and the GWCT Advisory Service to ensure that game covers are established well, and to contribute to the smooth running of shoot days.

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This is a pivotal time in farming and an exciting time at the Allerton Project. We have an exciting set of developments and are looking for the right person to help us bring these to fruition. Investing in the estate's drainage, re-developing the farmyard and designing a new agri-environmental scheme are all on the list to allow us to continue our role demonstrating best practice and regenerative farming. We need a driven and innovative individual to help us develop these plans and work them through.

The farm is 340 hectares, mixture of arable cropping, land in Environmental Stewardship permanent pasture, agro-forestry and woodland.

Training and development opportunities will be given as part of this role. This role gives the opportunity to work with a wide range of people to develop practical, project management and communication skills as part of an industry leading project delivering state of the art conservation practices in a wonderful location.

## Partnerships

The successful applicant will be expected to work with key partners which include:

- Kings
- Indigro
- Syngenta
- Woodland Trust
- Forestry Commission
- The Rural Payments Agency and other grant -giving bodies
- Local farmers and landowners

## Our vision

The Allerton Research & Educational Trust (ARET) aka The Allerton Project is a nationally important research and demonstration farm that researches the effects of different farming methods on wildlife and the environment, sharing results of our research through advisory and educational activities. Much of this is undertaken on our 320-hectare demonstration farm based in Leicestershire, with outreach activities also carried out on-line and elsewhere.

We identify management that delivers multiple benefits for our rural landscape. Our work covers natural capital accounting, Environmental Land Management and regenerative farming systems. From soil and water to woodland and farmland habitats that increase biodiversity, our aim is to develop farming and land management systems that are resilient to economic and environmental shocks. Our own research team collaborates with other research organisations and co-supervises numerous PhD and MSc projects.

Visitors to the Project include businesses, policy makers, non-government organisations, regulators, farmers, advisors, students and schools. We have several initiatives that involve the local community to help improve a shared understanding of agricultural and environmental issues. In essence, the Allerton Project is an award winning, pioneering blueprint for future rural landscapes. Arable cropping and livestock enterprises sit alongside woodland, wetland and other environmental habitats. The Project is

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noted for developing scientifically validated solutions to a range of agricultural and land management conflicts, including wildlife, game management, soil health, carbon accounting and water quality. We are leaders or partners in many public and privately funded initiatives with a number of international corporations as our clients.

The Allerton Project has a well-established environmentally sustainable training and visitor facility attracting over 2,000 delegates and visitors a year. The project delivers comprehensive training programme such as the BASIS Certificate in Sustainable Land Management as well as numerous bespoke packages.

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## Who will you be working with?

	<p>Key members of The Allerton Project Team</p> <ul style="list-style-type: none"> <li>Jobe Burnham (Conservation Officer)</li> <li>Gemma Fox (R&amp;D Trials Officer)</li> <li>John Szczur (Senior Ecologist)</li> <li>Matt Coupe (Head Keeper)</li> <li>Alastair Leake (Project Director)</li> <li>Alice Midmer (Assistant Manager)</li> <li>Jenny Bussell (Senior Research Scientist)</li> <li>Joe Stanley (Head of Training and Partnerships)</li> </ul>

## Key Accountabilities and Responsibilities

1	Crop Production - day-to-day management of all crop husbandry, overseeing all applications to crops and seeking out and developing new and improved methods of production. Work closely with agronomists from Indigro.
2	Trials – Work closely with the Trials Officer to design and implement trials across the farm. Carry out and communicate data collection where required.
3	Budgeting and planning - In conjunction with team, preparation of a three-year plan relating to the financial objectives, cropping rotations and capital requirements. Preparation of the annual production plan (farm plan) in conjunction with the Owner and budget, cashflow and capital expenditure budget.
4	Environmental budgeting – taking a lead developing our carbon budgeting and nutrient use efficiency work
5	Procedures and guidelines – Take responsibility for written orders for goods arriving on the farm and despatch notes for goods leaving the farm. Accurate completion of field records, grainstore records and insurance records.
6	Safety – Responsibility for Health and Safety across the Allerton Trust
7	Machinery – organisation and repair of machinery. Developing a machinery replacement strategy.
8	Product storage – Responsibility for the storage of all grain produce and to maintain to the Assured Combinable Crop Scheme standards.
9	Standards - Setting the highest achievable standards with regard to cultivations, drilling, crop husbandry and harvesting. Achieving the highest standards in relation to the farm tidiness, the farm records, machinery cleanliness, the farm tracks and roadways, building maintenance.
10	Developments - keep abreast of modern developments, innovative ideas and profit opportunities. maintain contact and develop good relationships with the farming neighbours, groups of environmental interest and the rural community as a whole with a view demonstrating the ethos of the Allerton Project.

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11	Buying and selling – Responsibility for buying and sourcing all inputs and marketing and selling grain
12	Communication – Play an active role in communicating about the farm activities and challenges and successes through farm tours and talks on and off farm
13	Work with Conservation Officer to maintain the estate and manage and develop wildlife areas, woodland and hedgerows
14	Drainage – work with the conservation officer to ensure good ditch management and work with the team to develop better farm drainage

## Person Specification

1	Strong practical farming skillset and experience in all farming operations (drilling, spraying, fertilising, cultivating)	Essential
2	An interest and experience in developing more regenerative farming techniques	
3	A team player; approachable, flexible, engaging, enthusiastic and welcoming to all.	Essential
4	Flexible and adaptable, willing to work with a range of members of the team to improve conservation and environment	Essential
5	Genuine interest in improving and developing farming systems at Allerton and communicating this with others	Essential
6	A full driving licence	Essential
7	Tickets and qualifications in practical areas such as tractor driving, pesticides, forklifts etc.	Essential
8	Basic machinery knowledge and understanding around maintenance and repairs	Essential
8	Ability to project manage farm developments and drive positive change in the landscape and infrastructure	Essential
9	Interest and ability to collect farm level data	Preferable
10	Ability to communicate, present and demonstrate effectively with school age children, college students, farmers and advisors	Preferable
11	Interest and experience in carbon and nutrient budgeting	Preferable

**To apply, please email your CV and cover letter to [amidmer@gwct.org.uk](mailto:amidmer@gwct.org.uk) by 5<sup>th</sup> August 2024**