



Recruitment Pack Regenerative Farming Manager

Rothschild Foundation Project



Introduction

Welcome

This is an opportunity to play a key role in a charity that is showing how nature and people can thrive together in the real world. We protect, restore, and enhance the natural environment, provide access to the countryside, show how nature friendly farming can drive nature's recovery, and inspire people to care for the environment.

As Regenerative Farming Manager, you will join at a pivotal moment. Over the next three years, Earth Trust aims to establish its farm at Wittenham Clumps in South Oxfordshire as a regional demonstration site of regenerative farming. By 2029, the farm will operate as a practical, evidence-based model showing how regenerative approaches can balance profitability with improved outcomes for nature. Farmers, landowners and opinion formers will be able to visit the site to see regenerative practices in action and understand their economic and environmental benefits.

As a member of the Land Management team, your role will be both practical and strategic: one day you might be taking soil samples and topping a pasture, the next researching the business case for a new farm enterprise.

You will lead the implementation and evaluation of regenerative practices across the farm's livestock system, whilst supporting the Director of Land Management and others to deliver our ambitious plans for our arable system. Working closely with regional partners, you will also share learning and experience with farmers and land managers to support the wider adoption of financially profitable regenerative farming.

You will work closely with the Director of Land Management, Chief Executive and members of the Land Management team, as well as our graziers and farm contractors, to ensure that we deliver the requirements of our partnership with the Rothschild Foundation, who are supporting our regenerative transition for three years. You will also explore and develop new farm enterprises - such as fruit, nuts, meat, eggs, honey and woodland products - to show how diversified income streams can strengthen farm businesses.

The role is funded by the Rothschild Foundation for three years, and we're looking for someone who can build on this opportunity to develop a livestock system and additional farm enterprises that support this position on a permanent basis.

We're looking for an individual who works in partnership with colleagues and who is skilled at engaging with others in the farming and land management sector. The role will suit someone who is motivated by purpose as well as performance, and who wants to apply their expertise in a way that delivers environmental and organisational impact.

Role Description

Context

Earth Trust's farm at Wittenham Clumps covers over 530 hectares of the North Wessex Downs National Landscape. It includes the 69 ha Little Wittenham SSSI and two Scheduled Monuments, and is one of the largest free-to-visit green spaces in Oxfordshire.

For over 40 years we have farmed with nature in mind, and today the landscape supports healthy populations of farmland birds, amphibians and invertebrates, and contains substantial wetlands, species-rich grasslands and over 25km of hedgerows.

Our current farming model includes grazing agreements with cattle and sheep farmers, as well as horse graziers, who occupy our 178 ha of permanent grassland. Our 200 ha of arable land is farmed through a Contract Farming Agreement with a local farmer.

Thanks to support from the Rothschild Foundation's Strategic Fund, we are accelerating our ambition to become a regional demonstration site for regenerative farming by 2029, enabling us to deliver even greater benefits for nature and people. The Regenerative Farming Manager will play a key role in delivering this ambition.

Purpose

The purpose of the Regenerative Farming Manager is to ensure, through working collaboratively with the Land Management team and others, that Earth Trust delivers on the objectives of our funding agreement with the Rothschild Foundation.

Working closely with the Director of Land Management, the Regenerative Farming Manager will focus on developing and delivering a new livestock model that integrates fully into our arable farming; that includes woodland grazing and other agroforestry approaches; achieves our wider environmental aims of improving soil health, reducing inputs and increasing biodiversity; and that is profitable.

Reports to

Director of Land Management

Direct reports

None (volunteers and contractors as required)

Key relationships

- Chief Executive
- Countryside Manager
- Earth Trust's graziers and farm contractors

Status	Permanent
Hours	Full Time
Location	Earth Trust Centre
Salary	£33,750

Key Responsibilities

Livestock, grasslands and grazing

- Build relationships and work effectively with our current graziers, ensure they are supported and that conditions of grazing and agri-environment agreements are being met to high standards.
- Undertake an assessment of Earth Trust's current livestock model and assess options for improving this within existing resources and structure.
- Evaluate opportunities and identify the most impactful potential future livestock model to support our farming, environmental and financial objectives.
- Build a business case and identify funding opportunities to deliver on an agreed revised livestock model, once this has been approved by our Board of Trustees.
- Regularly check the condition of grasslands and grazing infrastructure.
- Undertake required management of grasslands and associated habitats such as wetlands and hedgerows, as well as infrastructure such as fences and gates, both with tractor-mounted equipment and by hand with volunteers.

Farm enterprises

- Undertake an assessment of farm produce enterprise opportunities such as fruit, nuts, meat, eggs, honey and woodland products, including identifying markets such as direct sales through our new café and farm shop.
- Build a business case and identify funding opportunities to deliver on agreed new farm produce enterprises and, once approved, implement their delivery.
- Undertake an assessment of the opportunities and potential environmental and financial benefits of bringing further elements of our farming - including hay making and the management of hedgerows and permanent features within arable fields – in-house.

Engagement and knowledge exchange

- Develop and deliver a comprehensive knowledge-exchange programme, engaging farmers and land managers, and sharing findings through on-farm workshops, walks and events.
- Develop relationships and partnerships with key research organisations, collaborations, farmers and land managers.
- Attend meetings of and engage actively with key partnerships such as local and regional farm clusters.

Data collection, analysis and dissemination

- Undertake soil sampling and basic ecological surveys of farmed features, maintain relevant data and undertake analyses of the results.
- Support the collection and analysis of data required to demonstrate progress towards our farming key performance indicators, including those related to livestock and arable.
- Contribute to the required reporting, financial claims and general administration associated with the Rothschild Foundation-funded project.
- Maintain project records and data, and where applicable maintain these in GIS or other required digital formats.
- Maintain grazing records and data to an agreed format.
- Maintain records and data relevant to agri-environment agreements and similar to an agreed format.
- Work closely with the Earth Trust Communications and Experience & Engagement teams to provide excellent public relations and dialogue with Earth Trust supporters, and to fulfil the publicity requirements of the Rothschild Foundation funding.



Person specification

Essential

- Substantial experience of working on a farm or in an agricultural environment, especially with livestock including cattle and sheep, and of the management of grasslands.
- Experience of working with graziers and farm contractors.
- Experience of engaging with farmers and landowners, and of organising on-farm workshops, walks and events.
- Experience of coordinating and leading activities with volunteers and the public.
- Ability to keep accurate records to support monitoring and evaluation.
- Ability to plan, organise and deliver a busy, varied work programme to deadline and budget.
- Clear communication skills with colleagues, partners and volunteers.
- Good understanding of safeguarding, risk assessment, health and safety and safe working practices.
- Full driving licence.

Desirable

- Relevant qualifications in an agriculture or conservation related subject.
- Experience of recruiting, supporting and leading volunteers and volunteer activities.
- Knowledge of the practical management of key habitats for maximising environmental benefits and ecosystem services (e.g. grassland, woodland & wetland).
- Experience of farm certification schemes, including providing the evidence required to gain and maintain certification.
- Experience of undertaking soil and basic ecological sampling and surveys, and of analysing and understanding the results.
- Ability to work flexibly, including regular weekends and occasional evenings.
- Level 2 Award in Agricultural Tractor Driving and Related Operations (units 205 & 206).
- NPTC or Level 2 qualifications relevant to the role.
- Experience of managing data including in Geographic Information Systems (GIS) or similar.
- First Aid at Work qualification



About us

Earth Trust is a charity dedicated to inspiring people to engage with nature, understand their environment and take action to care for it. For over forty years, we have demonstrated how people and nature can thrive together in real, working landscapes — not only in nature reserves, but in the places where people live, learn and grow food.

Based at **Wittenham Clumps** in Oxfordshire, the largest freely accessible green space in the county, Earth Trust manages farmland, woodland, meadows and wetlands alongside a portfolio of community reserves. We welcome thousands of visitors each year through family visits, schools programmes, volunteering, events and partnerships alongside hundreds of thousands visiting our landscapes.

Our work combines public engagement, learning and nature-friendly farming, alongside commercial activity that supports our charitable mission. The Gateway to Nature programme is a core part of this, enabling strengthening access, visitor facilities and long-term financial sustainability.

Ways of Working

Earth Trust is a collaborative organisation.

We expect everyone to build strong working relationships, take shared responsibility for delivery and performance, and support each other to succeed.



Equality, Diversity & Inclusion

Earth Trust strives to be a diverse and inclusive place where we can all be ourselves and we are committed to equality of opportunity for all staff.

Individuals are encouraged to apply regardless of their protected characteristic.

Benefits

Alongside a competitive salary, there is flexible working whenever possible, 25 days holiday per annum increasing with length of service, volunteering opportunities and pension scheme.

Questions

For an informal conversation about the role or clarification questions, please contact Simon Atkinson, Director of Land Management simon.atkinson@earthtrust.org.uk. We are happy to discuss reasonable adjustments at any stage of the recruitment process.

To apply for the role

Please send a CV and covering letter explaining why you are suitable and what attracts you to this role to recruitment@earthtrust.org.uk

Closing Date for application

20th August 2026

Interviews

Week beginning 24th August

Contact Us



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