



## **Application Pack – Agricultural Officer**

**Job Title:** Agricultural Officer

**Accountable to:** CEO

**Hours:** 40 hours (full time). We may be able to accommodate requests for this role to be 32 hours (4 days) per week. Occasional evening and weekend work will be required.

**Salary:** Full time: £34,038.44, with 3% annual salary increase + pension contribution in line with Rivers Trust rate (currently 9%).

**Annual Leave:** 25 days annual leave plus bank holidays

**Contract:** 3 years

**Location:** The Don Catchment, which largely overlaps with South Yorkshire and North East Derbyshire.

We are a hybrid working organisation. Staff may work some days from home, and the Trust's office, meeting room and store are in Doncaster.

**Don Catchment Rivers Trust** is an environmental charity, established to help protect and restore rivers in the River Don catchment area. This includes not just the River Don but the two main rivers that flow into the Don – the Dearne and the Rother – as well as the smaller streams which in turn run into those.

Our mission is “*Working to Protect and Restore Your Rivers*” and we want the rivers in our catchment to thrive.

Although we have towns and cities in our area, large parts of our catchment are rural and agricultural. An important part of our Trust is working with farmers and landowners, finding ways of helping to unlock their aspirations of environmental improvements within their farm business.

## **Role Description**

This is a role full of potential to work with farmers and landowners in the Don Catchment. We are seeking a candidate with experience, knowledge, and/or a background in farming or land management, to support farms in improving water quality, river habitats and catchment resilience.

Our new Agricultural Officer joins the Trust at an exciting time. The Yorkshire River Trusts hub have started the ‘Yorkshire Agricultural Advice for Rivers Network’ (YAARN, funded by Yorkshire Water)) to bring together best practice and learning opportunities. Our new person will be DCRTs lead for YAARN, contributing to the Communities of Practice and promoting the work of the River Trust with farmers and stakeholders across Yorkshire.

The post-holder will work to raise awareness and improve understanding of diffuse and point source agricultural pollution and its impact on water quality and the wider environment. They will work collaboratively with fellow officers to bring together and support new farm clusters, and provide knowledge and insight about how best to bring about positive change for our rivers. Through the formation of new farming clusters and the provision of individual tailored advice and support, this role aims to promote improvements in farming practices that benefit the water environment.

Our new Agricultural Officer will work closely with the host farmer of the already established Dearne Valley Farm Cluster to identify works suitable to be delivered with the Trust’s Dearne environmental fund, and give the DVFC support for a continuing programme of events and training.

For candidates with a good track record of farm and land management experience but no professional qualification in order to carry out farm visits and give advice, training may be available.

## **The Role**

The Agricultural Officer will be expected to engage positively with farmers, farming organisations and rural representatives throughout the Don Catchment.

The main objectives and responsibilities of the post are to:

### **Facilitate Collaboration and Knowledge Sharing**

- Develop farm clusters to encourage improvements to the catchments rivers
- Support the clusters by organising programmes of events, to share best practice, promote peer to peer support, and provide training.
- Be the Trust's lead on the YAARN
- Provide input and advice into DCRT projects to help consider land management issues, possible solutions and funding mechanisms
- Establish links with farming and environmental organisations in the area

### **Promote Sustainable Farming Practices**

- Represent DCRT within the agricultural community and amongst rural and agricultural stakeholders.
- Raise awareness of diffuse pollution and sediment issues amongst farmers in target catchments, and promote nature based solutions
- Provide targeted, relevant, practical advice and support to farmers in the catchment which will enable them to improve their management practices and reduce the impact of their farming activities on the water environment.
- Encourage farmers in the Dearne catchment to apply to the Trust's environmental fund with suitable schemes

### **Identify Opportunities**

- Work with the Trusts Data and Evidence Officer to find potential sources of agricultural run off, and prioritise target areas for engagement with farmers.
- Provide one to one farm visits to assess opportunities for interventions, and how they may link to available funding opportunities
- Explore and apply for relevant funding streams, to support sustainability of the clusters, and for delivery of Trust led schemes.

### **Other**

- Promote the work, mission and vision of DCRT, whether by giving presentations to stakeholders and wider audiences, or by contributing regularly to newsletters, the website, social media and reports.
- Ensure continuous development of skills and knowledge required for the post, undergoing training and performance review as required by the Trust.
- Work within all the policies and procedures of the Trust, ensuring own compliance with the Trust's health and safety policies and procedures and that of any staff and resources for which you are responsible.
- Comply with all legal and contractual obligations concerning the responsibilities of your post.
- Carry out any other reasonable duties commensurate with the level of responsibility of the post, as requested by the CEO or Board of Trustees

## **Essential Skills and Expertise**

### **Qualifications**

#### Essential

- A degree, qualification or experience in a relevant discipline
- Experience of working in a rural environment, with farmers and/or landowners
- Ability to identify measures that turn improved land management into improvements for rivers

#### Desirable

- Professional qualification, training or membership. For example, BASIS, FACTS, CIWEM
- Experience of working in partnership with a range of organisations – local authorities government bodies, water companies etc.
- Experience of facilitating discussions and workshops
- Experience of monitoring and evaluation of projects.
- Experience of water quality testing and monitoring techniques

### **Knowledge**

#### Essential

- Up-to-date knowledge of legislation and guidance relating to land management and funding sources for environmental improvement and how to apply for them. For example Farming Rules for Water.
- An understanding of the environment, river catchments, and the link farming has with wildlife and the environment.
- A good understanding of farm business
- Working knowledge of SFI and Countryside Stewardship systems

#### Desirable

- Knowledge of the environmental organisations active in the Don Catchment. and their roles.

### **Skills & Attributes**

#### Essential

- The ability to communicate effectively with farmers and representatives of partner organisations.
- Able to use farming knowledge to clearly and persuasively communicate goals, adapting messages to suit individual farm practices and businesses.
- A strong team player who can work remotely and relate to other DCRT staff to achieve shared work objectives.
- Excellent organisational skills
- Ability to work flexibly to organise cluster events at suitable times and places – some evening and weekend work will be needed.

#### Desirable

- Ability to use IT packages such as GIS, Land App.

- Financial acumen and the ability to work to a budget

## **Terms and Conditions**

- *Employment is subject to satisfactory references and a three month probationary period.*
- *The starting salary for this post is £34,038.44 (full time).*
- *The post will require frequent travel around the Don Catchment and therefore a full UK driving licence and access to a car is essential. Car insurance providers need to be made aware of this business use. Mileage expenses will be paid in accordance with the HMRC non-taxable levels and is not inclusive of the commute to the office.*
- *DCRT will make an employer's contribution to your pension scheme of choice in line with the Rivers Trust pension scheme. New schemes can be set up through the Rivers Trust if desired.*
- *The post receives an annual holiday entitlement of 25 days plus statutory bank holidays for a FTE post, calculated on a pro rata basis for part time hours.*

## **To apply:**

To apply for this role, please complete the application form available to download on <https://dcrt.org.uk/vacancies/> and return it to [jobs@dcrt.org.uk](mailto:jobs@dcrt.org.uk).

## **Key Dates:**

Applications to be received by: Noon on Thursday 26<sup>th</sup> February 2026

Interviews will be held on: Friday 13<sup>th</sup> March 2026

A second interview in the form of a site visit will be arranged post-interview with selected candidates, on a mutually suitable date.

## **Contact:**

If you have any questions about this role please email [jobs@dcrt.org.uk](mailto:jobs@dcrt.org.uk) to arrange a call with Rachel Walker, CEO.