



JOB DESCRIPTION

Job Title: Farm and Conservation Manager

Employer: The Woodlands Farm Trust

Location: Shooters Hill, Welling, London

Hours: 37.5 hours per week, including occasional weekends and seasonal peaks

Reports to: Board of Trustees (via Chair/Vice Chair)

Salary: £36,000 to £45,000 (depending on experience)

Contract: Permanent (subject to 3 month probation)

The Woodlands Farm Trust

The Woodlands Farm Trust is a charity managing an 89acre working farm on Shooters Hill, combining sustainable agriculture, nature conservation and community access. The farm maintains native and rare breed livestock, species rich grassland, hedgerows, ponds and woodland, and welcomes visitors, volunteers and school groups throughout the year. Our mission is to educate people about farming, conservation and the environment while protecting and enhancing the biodiversity of this unique London landscape with the aim of providing an accessible community resource and increasing public understanding of sustainable farming.

Purpose of the Role

The role oversees the day -to -day running of the farm, including livestock care, ecological stewardship, volunteer coordination and compliance. The candidates should expect to combine practical farming with conservation management, community engagement and delivery of key grants and agreements. Working closely with trustees, staff and partners, the postholder ensures the farm operates safely, sustainably and in line with our strategic ambitions for ecological regeneration, improved visitor experience and greater public visibility. The role also contributes to the development of the Trust's long -term strategy, including reviewing staffing capacity and working arrangements to support the next decade of growth.

Key Responsibilities

1. Livestock Management

- Welfare and husbandry of native and rare breed cattle, sheep, -pigs and poultry.
- Manage breeding programmes for British White cattle and Manx Loaghtan sheep.
- Manage lambing, calving, shearing, veterinary liaison, disease control (including TB and Bluetongue restrictions) and the administration of medication for livestock where appropriate.
- Maintain statutory records (DEFRA, APHA, RPA, medicines, movements etc).
- Manage grazing rotations and stocking levels to maintain a sustainable balance between grazing needs, hay production and maintaining species-rich grassland

2. Conservation & Land Stewardship

- Deliver all Countryside Stewardship Higher Tier obligations such as for species rich grassland, hedgerows, ponds, -woodlands and field margins.
- Implement Countryside Stewardship Capital works (hedgerow planting, laying, fencing).
- Support delivery of ecological baselining, hydrology improvements and regenerative land-use workstreams funded through the Levy and Esmée Fairbairn grants.
- Maintain and enhance agroforestry practices on the farm.
- Manage potential Organic Conversion

3. Staff and Volunteer Leadership

- Directly manages staff, ensuring clear objectives, support and accountability
- Foster a positive, inclusive and motivating culture in line with the Trust's values.
- Supervise and support volunteers working on the farm
- Ensure safe, inclusive working practices, including support for neurodivergent volunteers.

4. Education & Community Support

- Support the Education Officer and Young Farmers leader.
- Provide livestock access, demonstrations, and farm tours.

5. Events & Public Engagement

- Help raise the profile of the farm by delivering high quality public events, engaging positively with visitors and strengthening our online presence.
- Lead operational delivery of-filming bookings.
- Ensure visitor safety, and smooth logistics.

6. Partnership Working

- Work closely with Sitopia Farm and Eltham Sheds
- Liaise with Natural England, RPA, DEFRA, Social Farm and Gardens, local authorities, sector bodies and funders.
- Participate in relevant working groups and strategic partnerships linked to the Levy and Esmée Fairbairn programmes.”

7. Compliance, Safety & Record -Keeping

- Maintain all statutory farm records (livestock, medicines, H&S, risk assessments).
- Ensure safe systems of work for staff, volunteers, and visitors.
- Maintain buildings, fences, machinery, vehicles, and equipment.
- Ensure all areas of the farm are kept clean, safe and well-presented for visitors, volunteers and livestock.

8. Financial & Operational Management

- Manage farm budgets, purchasing, and cost control.
- Support income generation through produce sales (including meat, eggs, honey, hay), events, and filming.
- Identify opportunities to increase income from produce, events and partnerships, in line with the Trust's financial sustainability goals.
- Provide monthly operational reports to trustees.
- Manage 3-4 existing employees in the day-to-day running of the farm and education department.

9. Strategic Development

- Contribute to the farm's ecological masterplan and business plan.
- Contribute operational insight to the Trust's long term strategy, including staffing, working arrangements and future infrastructure needs.
- Help position the farm as a London hub for nature friendly- farming.

Who we're looking for

You'll bring strong livestock management experience, sound judgement and the confidence to lead in a live, visitor-facing environment. Equally important is your ability to motivate volunteers, work collaboratively with partners, and lead with professionalism, empathy and integrity.

We welcome applicants with a mix of farming, conservation and community-focused experience. You don't need to meet every requirement — we value potential, transferable skills and a willingness to learn.

Most importantly we're looking for someone who is passionate about farming and community and would find fulfilment in this role, having the qualities of leadership and mentorship with those they would be working with to achieve long-lasting success.