



JOB DESCRIPTION

ESTATE & NATURE RECOVERY MANAGER

BRISTOL



WHO WE ARE

We are focused on the delivery of environmental and societal change through a blend of landscape scale nature restoration, climate change mitigation and community regeneration, ultimately sustained through the creation of innovative natural capital products for the corporate market.

We comprise a number of land holdings including Belmont Estate and Watercress Farm in the Southwest together with Aberarder Estate in the Highlands of Scotland. A diverse range of activities across the portfolio include regenerative farming, groundbreaking rewilding and rewetting projects, large scale peatland restoration, prospective accommodation, and a free nature-based education program, all delivered alongside a calendar of events and experiences for Corporate Partners and the local community. All designed to reconnect people to nature, to food, and to one another.

OUR VISION AND PURPOSE

To be a leading example of commercially sustainable nature restoration, community regeneration and climate action. To address the climate and biodiversity crises and ensure food security providing innovative and impactful action locally and at scale.

As custodians of the land, we believe we can be a facilitator of change, bring communities and businesses together to reconnect with nature, drive behavioural change, and inspire them to invest in nature and climate-positive projects.

We are a dynamic and ambitious organisation seeking to use commercial success to scale meaningful impact throughout our three integrated core areas of operation:

1

NATURE

Ambitious nature recovery, regenerative agriculture, and nature connection, acknowledging our fundamental dependence on a healthy natural world

2

COMMUNITY

Understanding the importance of community building and the power of shared experience and nature connection for societal and personal wellbeing

3

CLIMATE

Equitable, and powerful climate action through nature-based solutions and social impact projects



JOB DESCRIPTION

To oversee the delivery of estate objectives, through effective management of the Estate and Garden teams and practical delivery of wide-ranging estate projects.

ESTATE & NATURE RECOVERY MANAGER

REPORTS TO
Director of Estates and Natural Capital

RESPONSIBLE FOR
Estate and Gardening Team and Livestock

CONTRACT
Permanent

LOCATION
Belmont Estate, Bristol
Watercress Farm, Bristol



KEY RESPONSIBILITIES

VISION

- Effective management of the team to maximise productivity and efficiency through strong relationships, guidance and mentoring alongside direct and honest feedback
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ENVIRONMENTAL AND ESTATE

- Management of a range of existing and proposed nature recovery projects and oversight and coordination of ecological surveying and data collection.
 - Overall responsibility for care and presentation of the estate grounds and wider landscape.
 - Safe use, operation and maintenance of vehicles, plant, equipment and machinery, including responsibility for ongoing maintenance strategy.
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LIVESTOCK

- Development of the agriculture and livestock strategy in conjunction with Director of Estates and which encompasses but is not limited to health and wellbeing.
 - Naturalistic grazing of our rewilding project, and the production of well finished stock within a zero or near zero input system.
 - Overall responsibility for day to day delivery of that strategy.
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WOODLAND

- In conjunction with Director of Estates, development of a long term strategy for our ancient woodland, acknowledging the threats and opportunities presented by a changing climate and emerging recognition of the value of nature.
 - Implementation of agreed woodland strategy focussed on care for ancient woods and specimen trees.
 - Optimisation of by-products of woodland management for use as firewood and charcoal production.
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GRANT SCHEMES

- Management, oversight, reporting and compliance with existing and future grant commitments, such as Basic Payment Scheme (BPS) and Environmental Higher-Level Stewardship (HLS).
- Identification and exploration of incremental and synergistic additional 3rd party revenue streams.



SKILLS, ATTRIBUTES, BEHAVIOURS AND VALUES

- People management; building and maintaining a productive team with a positive culture.

- Strong communication skills to inform and inspire those around you and to influence the behaviour of others through written, oral or interpersonal communication toward desired outcomes.

- Well organised with a detailed approach from delivery of tasks to record keeping.

- Flexible and versatile approach to challenges with a positive, can do attitude.

- Empathy for the goals and values of the organisation, its Board and its owners alongside an ability to inspire the same in the wider team.

- A flexible approach to working, comfortable both working under guidance and using own initiative, independently or within a team depending on approach required.

- Discrete where appropriate.

- Responsibility, ownership, and accountability for that which you do or oversee.

- Calm under pressure.



EXPERIENCE / QUALIFICATIONS

THE SUCCESSFUL CANDIDATE IS LIKELY TO HAVE:

- a background in livestock and estate care including woodlands, as well as experience managing a small team
 - a passion for environment and nature recovery and demonstrable experience and sincere belief in organic and/or sustainable agriculture and, ideally, of farming to organic standards
 - experience translating the values and vision of owners and senior managers into delivered projects and maintained landscapes
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IDEALLY THE SUCCESSFUL CANDIDATE WOULD HAVE EXPERIENCE OF /
FAMILIARITY WITH:

- private family estates
 - organic / regenerative fruit and vegetable production
 - communicating to visitors and wider stakeholders the activities, goals and impacts of the organisation and its activities
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HOURS

- Whilst office hours are typically 08.00 to 17.00, Monday to Friday, this role requires a flexible approach.
 - Due to the nature of the role and activities of the organisation participation on a weekend and bank holiday rota will be required.
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PACKAGE

- Competitive salary

- Estate accommodation available if required

- Private health care

- Life Assurance

- 25 days holiday plus statutory bank holidays

- Discounted produce from online farm shop

- The Estate is located 10 minutes from Bristol and its historic woodland, meadows, and pastures offer a rare working environment.

DIVERSITY AND INCLUSION

- We are looking for the best candidate on the values they can add. Just as we recognise the importance of diversity in our natural ecosystems, we also value its importance within our team. We encourage applicants from all ages and backgrounds to apply for this role. If there are any adjustments that you need to help you bring your best self to an interview with us, please let us know.



BE WILD • BE INSPIRED • BE CLOSER

WWW.BELMONT.ESTATE

0117 970 6335 | info@belmont.estate
Belmont Estate, Wraxall, Bristol BS48 1NF