**Part time shepherd**

**Salary: Anticipated to be in the range of £24,000-£28,000 (Pro rata), commensurate with experience**

**Hours: 22.5 hours per week**

**Location: Elan Estate, Elan Village, Rhayader, Powys, LD6 5HP**

**Job Overview:** Elan Valley Trust (formally known as Welsh Water Elan Trust, Charity Number 1001347) is looking to appoint a part time shepherd.

It is a role with duties as a shepherd/livestock person for one of our in-hand holdings in addition to working across the estate as part of our farming and estate team.

Farming tasks will include:

* Day to day shepherding of one of our hill holdings.
* Assisting with the gathering of neighbouring holdings as required in line with hill practises.
* Assisting with the gathering and handling of livestock including cattle at other in-hand holdings.
* Testing new approaches to promote nature conservation and biodiversity within the farm

Additional tasks could include fencing, chainsaw work and general farm maintenance duties. The successful candidate will need to be a team player, excellent communicator, with a ‘can-do’ attitude, who is able to demonstrate good interpersonal skills allied with a drive to farm in an upland area for the benefit of nature.

It is anticipated that the hours of work will need to be flexible (across 7 days).

**Job Context:** The Welsh Water Elan Trust (Elan Valley Trust) is a registered charity which was established by Dŵr Cymru Welsh Water in October 1989 to manage the majority of the 50,000 acre Elan Estate in Mid Wales by virtue of a 999 year lease at a peppercorn rent.

Elan Valley Ltd is the sole corporate trustee, of the charity. The Board of Directors make decisions on behalf of the charity. There are currently eight Directors.

The objects of the Charity embrace nature and landscape conservation, public access and recreation, education and other charitable purposes.

The Estate is situated at the heart of Cambrian Mountains to the West of the market town of Rhayader and forms the upland gathering grounds around the Reservoirs in the Elan and Claerwen Valleys which primarily supply water to the West Midlands but also to parts of Mid and South Wales.

**Closing Date: 12pm Friday 6th December 2024**

**JOB DESCRIPTION**

|  |  |
| --- | --- |
| ***Job Title:*** | **Shepherd** |
| ***Accountable to:*** | Estate Manager |
| ***Contract*** | 22.5 hours per week  Permanent Contract |

*Note: These are broad descriptions of the types of duties/activities expected at this level, for illustrative purposes. They are not intended to provide an exhaustive list of duties.*

**Main Responsibilities:**

As a member of the Trust’s team, the successful candidate will contribute to the daily functions of the estate and in-hand farming enterprise.

Primary areas will include the livestock undertakings at one of our holdings.

# Typical Tasks and General Responsibilities

## Farming

### Contribute to the farming and management of one of the in hand holdings including the handling of sheep and cattle.

### Play your part in the farming team to meet the goals and timescales for all in-hand farms and activities.

### Tractor works as necessary.

### Livestock hauling to and from market / winter tack.

### Undertake fencing both new and repairs.

### Hedging works

### Ability to complete chainsaw works in a variety of conditions

This list is not exhaustive and can be adapted subject to the candidates experience and expertise.

**PERSON SPECIFICATION**

**Job Title:** Shepherd & Estate Worker

The specifications below are indicated as being essential or desirable for this post:

|  |  |  |
| --- | --- | --- |
| Qualifications | Essential | Desirable |
| Full driving licence, preferably clean, and access to a vehicle | ✓ |  |
| Certificates in livestock husbandry, farming and grazing management |  | ✓ |
| Any relevant training, qualifications and certificates in agricultural work |  | ✓ |
|  |  |  |
| **Skills, Knowledge & Experience** |  |  |
| Good basic knowledge of all aspects of sheep husbandry; | ✓ |  |
| Experience of working and handling sheep preferably in an upland environment | ✓ |  |
| Good basic knowledge of all aspects of cattle husbandry; | ✓ |  |
| Some experience of working with cattle |  | ✓ |
| Knowledge of essential record keeping requirements |  | ✓ |
| * Sit astride ATV and Off Road 4x4 certificates | ✓ |  |
| * Good understanding of agricultural and conservation land management; | ✓ |  |
| * Relevant ecological knowledge relating to grazing as a management tool; |  | ✓ |
| * Proficient and competent in a range of land management tasks related to the grazing operation |  | ✓ |
| Experience of using equipment such as strimmers, brushcutters and chainsaw plus relevant certificates |  | ✓ |
| Experience of fencing | ✓ |  |
| Knowledge and experience in hedge laying |  | ✓ |
| * Ownership of working sheepdogs | ✓ |  |
|  |  |  |
|  |  |  |
| Personal qualities |  |  |
| The ability to work effectively with people from a wide range of disciplines | ✓ |  |
| Able to work co-operatively as part of a team | ✓ |  |
| Able to work effectively under pressure | ✓ |  |
| Self-motivation | ✓ |  |
| Welsh Language Level A1 or better: The ability to introduce yourself and others, the ability to ask and answer questions about basic information e.g. where someone lives and works, what they like to do, discuss personal details, times and numbers or the willingness to achieve this level within 24 months of appointment. |  | ✓ |

**APPLICATION & INTERVIEW PROCESS:**

Your application must be in the form of a Curriculum Vitae and covering letter, and must reach the Estate Manager via email or by post by no later than **12pm Friday 6th December 2024.** Please mark for the attention of**:** Jonathan Davies, Business Manager and email to [recruitment@elanvalley.org.uk](mailto:recruitment@elanvalley.org.uk) or post to Elan Valley Estate Office, Elan Village, Rhayader, Powys, LD6 5HP;

Please also include the names, addresses (including email addresses, if available) of 2 referees who we may contact.

Please also provide us with your full name, phone number and postal and/or electronic address in order that we may confirm receipt of your application.

**Interview**: The selection panel will normally consist of a minimum of two interviewers who will question you mainly in connection with your academic and/or work experience and your job-related achievements. The panel’s main aim will be to gain an insight into your ability to carry out the post effectively and efficiently. You may also be asked to undertake a practical task or assessment as part of your interview, exact details of which will be confirmed. The successful candidate will be offered the post, subject to satisfactory references and will also be asked to provide:

* Confirmation of the Right to Work (UK Passport or Work Visa).
* They will then be expected to take up the post as soon as possible thereafter.

**Equal Opportunities:** We are committed to equal opportunities and welcomes applications from all age groups and sections of the Community. Subject to the law, no applicant for a staff appointment or member of staff will be treated less favourably than another. Employment with the Elan Valley Trust and progression within employment will be determined only by personal merit and their ability to complete the job. We do this by applying criteria which are related to the duties and conditions of each particular post and the needs of the institution concerned.

We will consider applications for employment on a part-time, job-share, or other flexible working basis, even where a position is advertised as full-time, unless there are operational or other objective reasons why it is not possible to do so.

**Main conditions of employment**

**Job title:** **Shepherd & Estate Worker**

**Employment start date**: As soon as possible

**Place of work:** Elan Estate, Elan Village, Rhayader, Powys, LD6 5HP.

**Salary:** Anticipated to be in the range of £24,000-£28,000 (pro rata), commensurate with experience

**Pension**: The Candidate is entitled to join the Elan Valley Trust pension scheme.

**Probationary period:** This post is subject to a **six month** probationary period.

**Duration:** Permanent

**Hours:** **22.5 hours per week**, but working hours will be flexible and will include regular evening and weekend work. Time off in lieu will be allowed for overtime worked.

**Annual leave** The annual leave entitlement is **23 days per annum** (pro rata for part time), rising to a maximum of 28 days, plus statutory public holidays.

**Use of vehicle** Costs of own vehicle use may be claimed at the prevailing EVT mileage rate.

**Closing date:** **12pm on Friday 6th December 2024.**

**Interview:** Interviewees will be invited within two weeks of the closing date.