



Job Description Confidential

Farming & Nature Cluster Officer - The Eden Catchment

Location	Reports to	Hours	Salary
Based at Bore Place, Chiddingstone; also covering Eden catchment	CEO	22.5hrs (0.6FTE) - flexible working available	£32,000 - £35,000 Pro Rata, depending on experience

To apply

- Please send a CV and cover letter to jobs@boreplace.org telling us why you are the ideal candidate for this role
- Deadline: 11th May 2026

Background

This is a pivotal moment for the Eden Catchment, as two existing farm clusters (Eden Valley and Eden for Nature) join forces to create a single, coordinated cluster. This consolidation will strengthen representation, increase scale, and unlock the potential to deliver more ambitious, landscape-scale outcomes for nature recovery, water management, and sustainable land use.

The Eden Farming with Nature Cluster aims to provide a forum for coordinated dialogue and action between farmers, landowners, and key partners. It supports members in navigating available opportunities and accessing collective funding to deliver shared outcomes across the catchment.

Three overarching priorities that underpin the Cluster are as follows:

1. Food security and agricultural support
2. Water management
3. Landscape and nature recovery

In time, our ambition is to engage farmers, landowners and other key stakeholders from across the whole Eden catchment in order to effectively address our priorities at a bioregional scale.

Role Governance and Partners

This role is initially funded by SES Water and hosted by the Commonwork Trust at Bore Place. It is supported by a partnership of organisations, including SES Water, Bore Place, South East Rivers Trust and Surrey Wildlife Trust, working together to drive and enable landscape-scale recovery across the Eden catchment. While supported by this partnership, the Cluster is farmer-led and will ultimately reflect and advance the priorities of its farming and landholder members.

The missions and activities of the abovementioned organisations supporting work in the Eden catchment are outlined below.

The Commonwork Trust at Bore Place

Bore Place is a unique 500-acre estate nestled in the heart of the countryside and home to The Commonwork Trust, an environmental education charity. Bore Place incorporates an organic farm, thriving market gardens, a venue for events, and an environmental education centre that welcomes over 200 children and young people on site every week. Our mission is to bring sustainability to life and provide transformative opportunities for young people, communities, and the public.

For nearly 50 years, we have championed environmental stewardship through organic farming, sustainable energy production, and diverse educational programmes. We continue to evolve with a strong commitment to nature and climate friendly farming, sustainability, and social impact.

South East Rivers Trust

The South East Rivers Trust (SERT) is an environmental charity bringing rivers and their catchments back to life. Working in 12 river catchments across the South East, SERT connects communities and mobilises citizen scientists to educate and engage people on the importance of rivers and supports and challenges stakeholders, businesses and individuals to protect them. SERT uses data and evidence to target positive action and works with nature to make rivers healthy again. This includes tackling water pollution, addressing water scarcity, reconnecting rivers and restoring habitats.

SERT has a strong presence in the Medway catchment, hosting the Medway Catchment Partnership and supporting delivery in the Eden catchment through a dedicated Catchment Officer. Current work includes undertaking a catchment review and developing a pipeline of on-the-ground interventions. Building a strong working relationship with SERT staff will be an important aspect of this role.

Surrey Wildlife Trust

Surrey Wildlife Trust is a conservation charity dedicated to restoring local nature with the help of thousands of volunteers and members. We are part of [The Wildlife Trusts](#) - a federation of 46 Trusts working together to bring back wildlife across the UK by connecting habitats, wildlife and people.

As well as managing our own nature reserves, we offer a wide range of support and services including external land advice through Nature-Based Solutions, ecological consultancy, ecological planning advice, community and educational support, research and monitoring capabilities and spatial mapping.

SES Water

SES Water is a local water company supplying high-quality drinking water to approximately 750,000 customers across parts of Surrey, Kent, South London, and West Sussex. Around 15% of our supply is sourced from the River Eden, making water quality and the long-term sustainability of this resource a key priority.

We actively monitor raw water quality across the Eden catchment and work collaboratively with a range of stakeholders, including farmers and land managers, to address pollution at source in the catchment. This approach reduces reliance on 'end-of-pipe' solutions, such as energy-intensive treatment processes. Tackling issues upstream is not only more sustainable and cost-effective, but can also deliver wider benefits for farmers, the environment, and local communities.

In addition, we are undertaking a catchment-wide investigation to identify nature-based solutions and inform our long-term strategy for improving catchment resilience, with a focus on alleviating local flooding issues, achieving a more sustainable flow of water through the catchment, and improving overall water quality.

About the role

The Eden Farming and Nature Cluster Officer will be at the heart of our growing programme of work to support farms and catchment stakeholders to improve the resilience of catchments, reduce diffuse pollution, replenish water resources, restore nature and improve food security. You will be responsible for facilitating and growing a cluster of farmers and landowners in the Eden catchment and co-developing a nature restoration plan to address the three key pillars of the Eden Catchment Cluster:

Food security and agricultural support
Water management
Landscape and nature recovery

This role is expected to work in conjunction with existing roles supporting the catchment, including ecologists and education team at Bore Place, Catchment Officer at SERT and water quality and water resource leads at SES water, as well as a steering group of farmers and landowners within the catchment. Further detail is provided in the section covering Role Governance and Partners.

The role is for 3 days a week/0.6FTE on a one-year fixed contract, with the possibility of extending subject to funding.

Legal requirements

Adhere to health and safety, fire risk, COSHH and other statutory regulations

Key responsibilities

Facilitation of farm cluster

- Work with local farmers, landowners and relevant stakeholders to identify needs and aspirations in relation to the three pillars: food security and agricultural support, landscape and nature recovery, and water management.
- Develop the Terms of Reference for the newly merged cluster.
- Coordinate and facilitate meetings of the farm cluster.

- Organise and facilitate engagement events with farmers/landowners to bring in expert advice and discuss opportunities and solutions.
- Identify relevant initiatives and funding opportunities that enable farmers and landowners to deliver on the cluster objectives.
- Seek and develop funding opportunities for the continued facilitation of the cluster.

Engagement with land managers to identify areas for land management enhancement and nature restoration

- With partner colleagues and supporting Eden catchment roles, use natural capital and risk mapping techniques to identify areas in the catchment with the greater potential for expanding and connecting habitat and enhancing climate resilience and water resources.
- Carry out farm walkovers with farmers to ascertain potential for different types of nature-based solutions which would fit with their aspirations and business planning - including soil management measures, wildflower strips, riparian buffers, in-field bunds, leaky woody dams, attenuation wetlands.
- With farmers and landowners, develop land management plans and/or conceptual designs for specific measures.
- Identify and pursue funding sources for the delivery and maintenance of on-farm measures and work with farmers/landowners to apply for these.

Co-develop a nature restoration scheme

- Through the farm cluster, and with input from local partners, co-develop and deliver a nature restoration scheme.
- Undertake or commission baseline biodiversity, soil and carbon surveys. Work with local partners to establish river monitoring, as required.
- Estimate the costs and benefits of the nature restoration scheme - e.g. biodiversity gain, water resources replenishment, carbon sequestration, and support funding applications for green investment.
- Identify future requirements for monitoring and develop a monitoring plan with farmers and local partners.

About you

Knowledge, Training & Experience

Essential

- A relevant degree in and/or experience of for example, agro-ecology, agriculture and land management
- Experience of working with farmers/landholders and rural stakeholders, ideally on environmental issues
- Experience of working with a range of organisations (including community organisations, non-governmental organisations, local authorities, professional bodies and government agencies) and developing and managing effective partnerships

- Proven ability to manage and deliver projects (including timelines and budgets)
- Strong communication, facilitation, and interpersonal skills
- Good organisational skills and ability to manage multiple priorities
- Basic understanding of farmed landscapes, rivers and/or catchment-based approaches
- Understanding of nature-based solutions (e.g. soil management, NFM) at a practical level

Desirable

- Experience working with the UK agri-environmental regulator framework, including EA and Defra
- Experience developing projects and applying for grant funding
- Experience supervising and training others, including volunteers
- Project communications experience, for example writing social media posts, blogs and press releases
- Proficiency in LandApp, GIS and spatial analysis
- Proficiency in the use of excel for data analysis
- Working knowledge of the European and UK wildlife legislation and policy
- An understanding of habitat management plans and a variety of relevant management techniques required to deliver them.
- Experience of environmental learning, countryside management and ecosystem restoration

Skills & Personal Attributes

- A love of nature and the outdoors and a passion for sustainability
- Competent IT skills, particularly MS Office and Excel
- Practical, problem-solving mindset
- A valid driving licence and access to own transport
- Happy to work some weekends and evenings, with time off in lieu
- Commitment to equality of opportunity

Our Values

Inspire

Inspiring and learning through experience - We inspire people to look after the Earth, enjoy the living world and become guardians of its future.

Regenerate

Regeneration in action - We seek to be a real-life model of regenerative practice and instill this at the core of everything we do.

Collaborate

Making a Difference Together - People and partnerships are at the heart of our organisation. We acknowledge that to achieve real change we need to work with others. This collaborative approach is key to our success.

Be Inclusive

A fair and inclusive environment - We champion and promote inclusion, equality, and diversity always. We aspire to be an organisation where people feel valued and included equally.

Take Ownership

Personal and collective responsibility - Bore Place belongs to us all. Together we care for the land and provide a well-managed, accessible space, rich in wildlife where our values are central to our actions and choices.

Benefits of the role and working at Bore Place

- A dynamic and diverse role where you can make a real impact.
- Flexible working arrangements.
- Competitive salary and a comprehensive benefits package:
 - 38 days of paid holiday (including bank holidays)
 - Pension scheme
 - Professional development opportunities
 - Life insurance and Employee Assistance Programme
 - Discounts on courses and food
- A stunning countryside location with free on-site parking

Diversity

At Bore Place, we are committed to fostering a diverse and inclusive workplace. We welcome applicants from all backgrounds and are dedicated to providing equal opportunities. We strive to make our hiring process accessible to all, so please inform us of any special arrangements you may need.

Safeguarding and DBS

The safety and welfare of children and other vulnerable people at Bore Place is extremely important to us and is why we pride ourselves on our Safeguarding procedures. All positions at Bore Place are subject to a Disclosure & Barring Service (DBS) check at the appropriate level.

Right to work in the UK

It is a requirement that any successful applicant has the right to work in the UK and can provide evidence of this. This would be an express term and condition of your employment with us.

To apply

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