



Senior Advisor

Job description

June 2025



Job Description: Senior Advisor

About the Farm Carbon Toolkit

The Farm Carbon Toolkit (FCT) is a leading, independent farmer-led enterprise. We support farmers and growers to reduce their carbon emissions and increase their carbon sequestration. For over 10 years, we have furthered the understanding of greenhouse gas emissions in agriculture, providing tools for measurement and delivering projects that inspire real action on the ground.

Overview of this Role

This is an exciting opportunity to play a key role in a passionate and purpose-driven team. We're looking for an experienced farm sustainability expert with proven experience in working directly with farmers. In this role, you will lead projects that support farms across the UK to understand their carbon footprint and take real, practical steps in the transition towards a fair, just and nature-friendly decarbonisation.

You will also be part of the senior team, helping to develop new business opportunities, partnerships and projects that allow us to work with more farmers and help move the industry forward.

We are a dedicated team of advisors and experts, passionate about farming and how we can best support farmers to understand and act on their carbon footprint. Working within our advisory team, you will report to the Technical and Business Development Director, and have management responsibilities for advisors and sub-contracted staff.

About the team and work environment

We believe in being collaborative, practical, empathetic and science-driven. These core values help build our culture, shape our purpose and guide us in our actions and decisions.

We are inspired by farmers who are showcasing and helping to support a thriving low-carbon farming future that produces healthy, nutritious food for all. And in our work, we are committed to working with all farmers to support them towards this vision.

We are a small, remote-working organisation and recognise the challenges as well as the flexibility that this can bring. We come together as a full team, in person, at least four times per year to reflect and discuss our work and plan for the future.

We enjoy working together, collaborating, and learning from each other. We are a dynamic, flexible and supportive team of people who care about each other's well-being and the world around us.

We are an inclusive organisation, committed to building a team of capable and thriving people from all walks of life. As such, we encourage applications from anyone who feels they have the relevant experience and skills.

Role Profile

Job title	Senior Advisor
Job purpose	To develop and deliver projects that provide support to farmers in managing greenhouse gas emissions and soil health together with management of farm carbon and soils advisors.
Responsible to	Becky Willson
Location	UK home-based with regular travel across the UK required to deliver projects. Candidates must have a valid right to work in the UK. We are ideally looking for someone based in the Midlands / North.
Salary range	£37,000 – £42,000 pro rata, based on experience
Qualifications	Educated to degree level, in a relevant subject or equivalent experience.
Contract	This is a permanent position. The notice period is two months. There is a probationary period of three months.
Hours of work	Full time – 37.5 hours / wk. Four days per week (30 hours) may be considered but please stipulate this request in your covering letter.
Employee benefits	<ul style="list-style-type: none"> • 25 days per year + statutory holidays <i>pro rata</i>. • Pension – we contribute 5% on top of your salary • Generous budget for training and development • Employee Assistance Programme, provided by Life & Progress • Health Cash Plan, provided by Health Shield • Free eye tests • Electric car salary sacrifice scheme • Flexible working arrangements
Travel	Public transport expenses covered or mileage paid at HMRC rate (currently 45p per mile). A £4,000 annual car allowance is available to staff that travel over 4,000 miles per year.
Equal Opportunities	FCT is committed to promoting equality and diversity, and creating an inclusive and co-operative environment in which all individuals feel respected and able to give their best. Commitment to our Diversity and Equalities Policy is expected and we encourage applications from across our diverse communities.
Start date	As soon as possible.
Date prepared	June 2025

*Full details of Conditions of Employment are set out in the Employment Contract, the main features of which are standard to all staff.

Key Responsibilities

- Delivery and leadership of projects that involve the provision of technical advice for farmers on resource management with a focus on carbon, soil health and regenerative farming practices
- Production of carbon reports at farm and landscape scale and identification of solutions that reduce emissions and increase carbon removals.
- Take a lead on developing new business opportunities for Farm Carbon Toolkit alongside the Business Development Director.
- Contribute to enhancing our existing knowledge base of carbon-positive farming systems.
- Contribute to the day-to-day running of FCT and advisory team development.

Please note that this list is indicative of the key responsibilities of this role but is not exhaustive and may change overtime to reflect relevant changes in line with business requirements.

Knowledge, experience and capabilities

(E = Essential, D = Desirable)

Capabilities and desirable experience:

- Experience in farm advisory work including building a rapport quickly with farmers and understanding how to support them (E);
- Experience in project management (E)
- Experience in business development and client liaison (E);
- A sound knowledge of the practices, principles, barriers and opportunities for farmers as they adopt regenerative farming practices (E);
- Knowledge of sustainable soil management including assessment of soil health in field (E);
- Excellent written and verbal communication skills and confidence in customer-facing environments (E);
- Proficient with IT software used in business, such as Google Workspace and Microsoft Office (E);
- Proficient in the use of Google Sheets or Excel (D);
- Experience in carrying out carbon footprint calculations with farmers and interpreting the results (D);

- BASIS and FACTS qualifications (D);

Personal qualities and values:

- Commitment to our purpose, culture and values, which include being collaborative, practical, empathetic and science-driven;
- Motivated and solutions orientated; driven by results and accepting of responsibility for own actions;
- A good team player with the initiative, motivation and drive to work on their own;
- Builds strong and trusting working relationships;
- Excellent organisational skills, together with good communication skills – verbal and written;
- Self-reflective, with a commitment to continual learning and development.
- Car Driver with valid driving licence.

How to apply

Submit your CV with a cover letter of no more than 2 pages of A4, outlining your relevant skills and experience for the role, to Natalie Ling, jobs@farmcarbontoolkit.org.uk.

Please make sure that the file names of the documents you attach contain your name. Please do not include any photos.

- **Applications close on 20th July 2025 at midnight.**
- **Interviews for shortlisted applicants will be conducted on Tuesday 5th August.**

We also ask applicants to fill out [our equal opportunities monitoring form](https://forms.gle/6fL3Tv5j23ziZyXf6) when applying. This helps us better understand who we're reaching through our recruitment. This is voluntary, anonymous and not part of your application: <https://forms.gle/6fL3Tv5j23ziZyXf6>

Thank you for your interest in the Farm Carbon Toolkit and our job opportunities.