



APPOINTMENT OF STOCKPERSON

Background

In 2004 the Lincolnshire Wildlife Trust embarked on an ambitious restoration project with Cemex to start restoring parts of the historic Woodhall Spa airfield, which since the late 1970's had been an operational sand and gravel quarry. This work culminated in the Trust purchasing the entire 225 hectare site by 2014, when the quarry closed.

There are the typical range of habitats associated with old gravel pits such as the lakes and reedbeds, but the relatively shallow sand deposits mean there is a considerable area of the site now available for grassland restoration. This ranges from the seasonally wet to very dry and sandy.

Restoration of the grasslands is being carried out by a combination of extensive grazing (60 head breeding herd of Lincoln Red cattle and breeding flock of 150 Hebridean/hardy sheep) and hay cutting/mowing regimes. Links are being made with the adjacent Kirkby Moor SSSI nature reserve and the nearby Moor Farm SSSI nature reserve to extend the whole grazing regime to some 400 hectares.

High welfare standards are being met, with crew yard space and a 'Temple Grandin' style handling facility to supplement the extensive grazing regime. The livestock are being used to create/shape the habitats rather than out-and-out meat production, but there is still the aim to produce a high welfare standard product as part of the grazing operation.

The grazing regime is also looking at minimal input production, by minimising the use of supplementary feed through the out-wintering of livestock where practicable. This extends to producing a hay crop based on only using FYM as a fertiliser. Calving is carried out in the crew yard from January/March, but lambing is carried out in-field.

The use of livestock from the Woodhall Spa airfield also extends to Snipe Dales nature reserve and Gibraltar Point National Nature Reserve.

General duties

The Stockperson will work closely with the Regional Warden to ensure the welfare of the grazing animals on site and the two adjacent nature reserves. This will include all the usual animal work such as routine checking, estate infrastructure maintenance, tractor/machinery driving, weed control, hay making and all the associated paperwork and administration. The Stockperson will be expected to lead on lambing and calving, supported by the Mid-Lincs warden.

The full range of duties are set out in the job description (document J326-542).

Qualifications and experience

Requirements for this post are detailed in the person specification (document J326-543).

The post would suit a qualified agricultural college student with livestock experience (cattle and sheep husbandry and ideally calving and lambing experience).

We would anticipate that the successful candidate would have at least a rudimentary knowledge of the flora and fauna of the county, due to the high nature conservation value of



the site. Experience of use of agricultural machinery, practical skills associated with livestock infrastructure and an interest in wildlife would be advantageous.

As the animals spend most of the time outdoors in large fields, the successful candidate must be able to show experience of confidence and safe practice working with a breeding herd/flock of free-ranging cattle and sheep.

The successful candidate must be willing to undertake physically demanding outdoor work, including manual handling and working on uneven terrain, in a safe and effective manner.

Conditions of employment

The salary offered is circa £25,000 per annum pro-rata dependent on qualifications and experience. The appointment is permanent and full-time (35 hours a week). You will work flexible hours as required by the demands of the job including weekend and Bank Holidays for which time off in lieu is given. There is access to basic on-site accommodation for use during busy periods (calving and lambing) as required.

The annual leave entitlement is 23 days plus Bank Holidays and three privilege days at Christmas. In addition, a generous contributory pension scheme is offered, plus an enhanced sick pay scheme and life assurance. We provide an independent and confidential staff welfare support service and also operate a salary exchange system for childcare vouchers and a cycle to work scheme. We provide a rewarding and enjoyable working environment that is friendly and open to all.

Applications

Candidates should complete all sections of the application form provided and return it along with a covering email/note. Curriculum Vitae (CVs) will not be accepted as a substitute for the application form.

Completed applications should either be:

- emailed to hr@lincstrust.co.uk with the words "Stockperson" as the subject reference
- posted to the Chief Executive, Lincolnshire Wildlife Trust, Banovallum House, Manor House Street, Horncastle, LN9 5HF and the envelope marked 'Confidential'

to arrive no later than **noon on 24 July 2026**.

Interviews will be held at New Park Farm, North Road, Tattershall Thorpe LN4 4PG on 30 July 2026. Approved interview travel expenses of up to £100 will be paid. As a Disability Confident employer, we are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible.

Only those candidates selected for interview will be notified. If you do not hear from us by 10 August 2026 you should assume your application has been unsuccessful.