JOB DESCRIPTION

JOB TITLE: Farm Operations Manager
REPORTS TO: Land Agent
DEPARTMENT: Estates

PURPOSE & OBJECTIVES:

To support the Estate in managing a team of outdoor staff and lead the regeneration, diversification of the Estate, farm and Parkland. This land area is likely to expand over the next 5 years and we will be investing in stock, infrastructure and buildings to create an Industry leading livestock and arable enterprise over the next 12 months.

KEY TASKS

Farm & Estate

1. To continuously develop and improve the aesthetic quality of the Estate landscape in accordance with the agreed development plan. Especially supplementing produce for the expanding hospitality business,
2. To lead and develop the farm business ensuring the potential of providing for its hospitality business.
3. Create work plans for Estate staff, implement and monitor staff development.
4. Attend regular inter department meetings to ensure the smooth running of the wider Estate.
5. To actively lead and engage in all Health & Safety responsibilities to ensure that the team’s (including the role holder), visitors and contractor’s safety and welfare is maintained
6. To comply with Company policy and best practice in security, legal and regulatory compliance.
7. Create grassland management strategy.
8. Continually monitor and improve the security of Estates private water supply.
9. Manage parkland trees, replanting programmes hedge, fence and ditch maintenance.
10. Manage Estate Public rights of way and permissive paths.
11. To complete any other duties as required from time to time including occasional seasonal tasks such as irrigation, marquee installation and snow clearance at weekends.

Commercial:

12. Produce, manage and deliver annual budgets and submit monthly progress reports.
13. Provide stock reports at given times as requested by the company.
14. Explore opportunities for different produce on the Estate maximising commercial opportunities.
15. Refine the Livestock business enterprise budget
17. Management of the Estates Higher Level Scheme
18. Oversee the construction and development of the Estate Farm buildings
19. Input into farming over 1,000 acres of arable crop

Desirable Skills and Attributes

- Experienced Manager educated to Degree level preferred, but not essential.
- Demonstrate strong leadership skills.
- Experience in livestock husbandry Cattle / Sheep / Deer
- Good growing skills, and solid understanding of agriculture/horticulture
- Proven entrepreneurial flair, commercially minded, solution focused
- Enthusiastic, highly motivated and well-organised
- Attention to detail and personal drive to work on supporting an expanding business
- Great people skills with a friendly and positive manner
- An excellent understanding and experience of Health and Safety and Risk management
- Solid understanding of Agricultural legislation and compliance requirements
- Proficient in operating a wide range of machinery
- Full drivers licence including trailer test (if applicable)

Preferred

- First Aid certificate
- Chainsaw CS30/31/32/34
- Knapsack Spraying PA1, PA 2 and PA6
- Telehandler / Rough Terrain Forklift
**Package:**

Attractive Package

**About Wasing**

**Brief History**

Wasing Estate has been in the Mount Family since 1759. It has seen extraordinary change from the early years of the Industrial Revolution through to modern times, and now the owners are restoring the Estate with the key aim of bringing Wasing back to the centre of the community.

The Knights Hospitallers were the first known owners of the Estate. By 1535 it had transferred to the Master and scholars of Salisbury College, however on the dissolution of the monasteries in 1542, lands at Wasing were gifted to the Forster family. The Estate then changed hands a number of times until 1759, when John Mount, a successful stationer providing maps to a growing empire, purchased Wasing’s 660 acres of land, buildings and trees for around £13,000.

The original construction of the present house of Wasing Place appears to have commenced in 1772 and was finally completed in 1775 at a total cost of £7,500. Wasing grew greatly in size over the subsequent 150 years, with many cottages in particular being constructed as their date stones testify in the mid-1800s. The Mount family soon became part of the county ‘squirearchy’ providing soldiers, bishops and MPs for Newbury, a role they seemed to job-share with the Benyons from Englefield.

In the Second World War, Wasing Place was requisitioned by the Great Western Railway Company and, whilst still in their care in February 1945, suffered a devastating fire leaving only the main walls of the house still standing. Wasing Place was rebuilt in its present form during 1956 and 1957, but was a much reduced size from the original.

As with many landed estates, the post war period was far from easy and in 1948 significant parts of the Estate were sold, mostly land to the East of Thatcham. Following the death of Sir William Mount in 1993 and Lady Mount in 1994, the Estate passed to their eldest of three daughters, Lady Cecilia Dugdale, and is now held in a family trust.

**Wasing - Landscape**

Farmland, heathland, lakes, rivers and woods are Wasing’s main landscape elements.

We manage these elements according to strict principals. They are not only assets on which many businesses depend, but also the home for our flora and fauna. It is our responsibility that they remain there, in good shape, for generations to come.

Traditionally farming was the most important sector for the whole Estate, providing employment and an income for the Estate to prosper. Wasing’s in-hand farming op-
eration covers 1,200 acres. Our staple crops include milling wheat for bread making, oil seed rape for food oil production, oats for breakfast cereals, and field beans for animal feed and human consumption.

With approximately 100 acres of lakes and 7 miles of river, these water based assets are managed for conservation and fishing. They contain an abundant wildlife, a wide breadth of birds and one of the largest stocks of wild fish in the UK, including Carp, Barbel, Chub, Perch, Trout, Dace, and Tench.

The Wasing Estate is continually improving all woodland and farm habitat through partnership with Natural England and funding received through the Higher Level Environmental Stewardship Scheme. The Estate joined this initiative in November 2013 and over the next 10 year period, we expect to see improvement in wild bird populations and habitat enhancements for benefit of the rare and significant green emerald dragonfly.

This Job Description is not exhaustive. You should be aware that you may be required to perform other duties as required.