



Position:	Field Staff – (Full-time permanent post)
Responsible to:	The Operations Manager The Field Staff Supervisor
Starting Salary:	NJC Scale Point 5-6 £25,583 - £25,989

An exciting opportunity has arisen to join the Field Staff team of Malvern Hills Trust working in one of Britain's most iconic landscapes. The successful candidate will carry out a wide range of practical tasks involved in managing the Malvern Hills and Commons.

Closing date is Friday 4th September 12 noon. We anticipate interviews will be held on **22nd September 2026**. To apply, please return your completed application form via email to Reception@malvern hills.org.uk or via post to **Finance Officer, Malvern Hills Trust, Manor House, Grange Road, Malvern WR14 3EY** marked '**Private and confidential**'.

The area

The Malvern Hills is a much loved and nationally important landscape. Over 1,000,000 visits are made each year and the view from the top of the Hills has been voted one of the best in Britain. Much of the land cared for by the Trust lies within a National Landscape, as well as containing Sites of Special Scientific Interest and a number of Scheduled Monuments.

The organisation

Malvern Hills Trust (MHT) is a statutory body established by Act of Parliament in 1884 and is also a registered charity. MHT owns or manages around 1,200 ha (3,000 acres) of the Malvern Hills and Commons. The duties and responsibilities of the Trustees are set out under the 1884 Act and four subsequent Acts and include:

- Preserving the natural aspect of the hills
- Protecting and managing trees, shrubs, turf and other vegetation
- Preventing unlawful digging and quarrying
- Keeping the hills open, unenclosed and unbuilt on as open spaces for the recreation and enjoyment of the public.

MHT is also responsible for conserving and enhancing biodiversity, Sites of Special Scientific Interest and Scheduled Monuments on its land.

MHT's two main sources of income are a levy charged to local Council Tax payers in Malvern town, Guarlford, Malvern Wells, West Malvern, Colwall and Mathon and

the revenue from car parks on its land. Copies of the annual accounts are available on the website <https://www.malvern hills.org.uk/looking-after/annual-review-and-accounts/>

The role

Responsible to the Operations Manager and Estate Supervisor, the Field Staff Member will assist with the delivery of practical land management tasks across all land managed by the Malvern Hills Trust. They will need to have due regard for the landscape, wildlife and archaeological features found on the land as well as carrying out work safely in a way that conforms to environmental good practice and Health and Safety legislation. At the same time there is a need to ensure work complies with the Trust's duties under the Acts of Parliament.

The successful applicant will need to be able to demonstrate a competent, hands-on approach, will be expected to display initiative and wherever appropriate, undertake their duties in a proactive manner. In consultation with supervisory staff the successful candidate may be expected to time-table parts of their own work programme and will need to have the confidence to do so.

On such a large, open access area of land interactions with the public can be frequent and staff should have the confidence to communicate the work of the Trust. The successful candidate will be expected to politely and confidently engage with members of the public as required, clearly communicating the aims of the Trust and relaying any public comments and concerns to supervisory staff.

Please note this role will involve working outdoors on steep and rough terrain.

Equal opportunities

The Malvern Hills Trust welcomes applications from individuals of all backgrounds and abilities who meet the essential criteria for this role. It is our aim to foster a culture that embraces equality and values diversity which will help us to ensure that everyone feels involved and included in our plans, programmes and activities. A copy of our Equality and Diversity policy can be found on our website.

Job Description

Job Title:	Field Staff –permanent post.
Salary and Benefits:	NJC Scale Point 5 – 6 £25,583 - £25,989 Opportunity to be on call for remuneration. Employees benefit from membership to Peoples Partnership pension scheme after 3 months service. 25 days A/L plus bank holidays, rising to 30 days after 5 years' service. (An additional 2 statutory days are also given at Christmas)
Place of Work:	Based at Wyche Road Depot, Malvern
Hours of Work:	37 hours per week made up as follows: - Monday to Thursday: 8am to 1pm and 1.30pm to 4pm Friday: 8am to 1pm and 1.30pm to 3.30pm.
Responsible to:	The Operations Manager & the Field Staff Supervisor
Key Relations	Land & Property Manager, Conservation Manager, Rangers

Job purpose:

- Both as part of a team and independently, to carry out a range of land management tasks required to effectively deliver the land management plan and statutory duties of the Trust across all the land under its jurisdiction.
- Having due regard for the landscape, wildlife and archaeological features found on the land, to carry out work in a way that conforms to environmental good practice and Health and Safety legislation.

Duties:

- (a) Responding to instructions from the Operations Manager or Estate Supervisor for tasks to be carried out safely, efficiently and effectively.
- (b) Cutting grass and scrub across MHT property, including roadside verges, commons and hill paths. Strimming areas of grassland is a significant part of the summer work programme.
- (c) Carry out maintenance of paths, tracks and car parks either manually or using machinery.
- (d) Carry out scrub and woodland management on the Hills using chainsaws or brushcutters.
- (e) Undertake work including the installation and maintenance of countryside furniture (seats, notice and information boards) and access routes, and report on any defects in condition to the Operations Manager and Estate Supervisor.
- (f) Carry out maintenance tasks on the drainage infrastructure across the estate (unadopted roads, paths and tracks) to minimise the risk of surface water flooding. This may include the installation and maintenance of culvert pipes.

- (g) The erection of new stock and quarry fencing as required using both mild steel and high tensile netting and including the installation of vehicle and pedestrian gates. Maintaining existing fencing as required, including periodic formal inspections of quarry safety fencing recording details of any repair work required.
- (h) Undertake routine maintenance of tools and equipment following manufacturer's recommendations.
- (i) Maintenance of property and buildings including minor building works.
- (j) Weekly and as required emptying of general and dog waste bins and litter picking.
- (k) Other duties as required.

A full job description will be issued to the successful applicant.

The Malvern Hills Trust reserves the right to alter the contents of this job specification after consultation with the post holder to reflect changes to the job or service provided without altering the general character or level of responsibility.

Deborah Fox
Chief Executive Officer

Person Specification

Skills and Experience

Essential

Skill Required	Certification / qualification/ experience
Driving on road	Full current driving licence including entitlement to drive tractors and tow trailers up to 3500kg.
Competent to use and maintain brush-cutters and strimmer's	Experience of safely using/maintaining brushcutters and strimmers. Current certification, eg; LANTRA Certificate of Competence in the use of brushcutters and strimmers.
Basic practical hand and power tool skills	Experience and/or qualifications to use a range of hand and power tools eg. drills, disc-cutters, breakers, circular saws, leaf blowers etc.

Desirable

Skill Required	Certification / qualification/ experience
Tractor driving	LANTRA certification or City and Guilds Level 2 Certificate of Competence in Tractor Driving and Related Operations or relevant experience.
Use of tractor driven PTO machinery	Experience and/or completion of formal training to use machinery such as chippers, winches, mowers, chippers etc.
Trailer use experience	Experience of driving with trailers. Possession of BE or another Category entitlement to drive a trailer up to 3500kg on the road.
Safe use and maintenance of chainsaws and basic felling and cross-cutting techniques appropriate for trees up to 380mm diameter	Current certification, e.g.; LANTRA Level 2 Award in Chainsaw Maintenance, Felling, Processing and Cross-cutting Trees up to 380mm Diameter or City and Guilds Level 2 Certificate of Competence in Felling Small Trees up to 380mm.
Safe use and maintenance of powered pole pruner	Current certification eg: City and Guilds Level 2 Certificate of Competence in Powered Pole Pruner Maintenance and Operation.
Fencing including the erection of high tensile netting and the installation of pedestrian and field gates	LANTRA certification covering relevant systems or proven experience of fencing work completed.
Off road driving skills	Experience and/or completed training course in driving off-road, particularly on steep slopes.
Pesticide application	Experience of using/maintaining handheld pesticide applicators and

	possession of current certification, eg; NPTC PA1/PA6A Hand-held applicator.
First Aid qualification	Completion of relevant training.