



Almond Valley Heritage Trust

Farm & Livestock Manager

Job Title: Farm & Livestock Manager

Reporting to: Director

Contract: Permanent, Full Time

Hours: 40 hours per week including weekends and public holidays, as part of a 5-in-7 rota

Salary: £30,659 Starting salary

Location: Livingston (West Lothian)

Welcoming over 160,000 visitors each year, Almond Valley is a much-loved family attraction and heritage charity of purpose, anchored in the community and reaching a wonderfully diverse audience who are drawn to the simple, joyful appeal of our extraordinary heritage centre.

As custodians of much of natural, built and cultural heritage of national significance, and Scotland's only Rare Breed Survival Trust approved farm park, we are a charity of real purpose and value. A central feature of the Almond Valley Heritage Centre, the farm is home to an incredible array of rare breeds including Clydesdale horses, North Ronaldsay sheep, Bagot goats, and several rare breeds of poultry. It provides a perfect environment to inspire wonder, interest and an enduring passion among our visitor base for our animal friends.

We have recently implemented a new, bold and ambitious 5-year master plan that sets out to transform the way in which our visitors connect and engage with the heritage in our care, including our rare breed farm. Over the next 5 years we will emerge as a dynamic, resilient, sustainable and relevant cultural beacon for the region; a valued sanctuary for learning and discovery, welcoming the broadest possible audience.

We're looking for a dedicated and knowledgeable Farm & Livestock Manager to lead our Farm team and help bring this vision to life.

About the role

As Farm & Livestock Manager, you will play an instrumental role in shaping our farm, environment and farm programme for the future, prioritizing animal and land welfare, and

shaping an exceptional public engagement programme that inspires future conservationists.

The ideal candidate will possess a strong understanding of relevant regulations, standards including health and safety, and a high level of knowledge of farming practices, animal health & welfare, nutrition and breeding, and land management.

You will be a skilled, value-based leader, that acts with integrity and cares for your team, encouraging continuous learning and development and empowering each member to bring the best of themselves to the table.

Key Responsibilities

- To be responsible for overseeing/planning the daily operations of the Farm team, ensuring high standards of welfare and husbandry for the animals and completion of daily health & safety audits and checklists.
- To implement robust Safe Systems of Work and Species-Specific Operational Protocols and set an example for the team.
- To maintain the highest standards of animal health and welfare through the creation and implementation of a comprehensive farm plan.
- To oversee the Farm budget including income generation from animal sales and unique animal experience, team wages and labour costs.
- To plan and implement appropriate breeding and animal husbandry programmes.
- To maintain appropriate records, and ensure compliance with all relevant regulations, standards, and accreditation schemes, including the NFAN Code of Practice.
- To contribute to the planning and delivery of demonstrations, experiences, education, and other public engagement activities.
- To contribute to learning and engagement through social media content creation.
- To lead, inspire, and manage the team of farm staff and volunteers.
- To design and implement a robust land management and stock rotation plan ensuring healthy pastures and promote animal wellbeing.
- To contribute to the delivery of the overarching organizational strategy.

General Responsibilities

- To maintain the highest standards of animal health and welfare.
- Lead the team to deliver a fantastic and safe visitor experience.
- Conduct daily team briefings to ensure tasks are prioritized.

- To maintain appropriate records, and ensure compliance with all relevant regulations, standards, and accreditation schemes, including the NFAN Code of Practice.
- Plan and coordinate animal sales to ensure that we maintain agreed numbers of stock.
- To monitor and report on the conditions of the animals and the environment.
- To develop continuous training and development plans for the Farm team, and to develop a coherent volunteer pathway to ensure standardized learning outcomes.
- To carry out inductions for all new staff and volunteers.
- To manage pastures and other farm infrastructure.
- To ensure compliance in terms of working hours, break times and working duties in relation to young workers, and the Working Time Regulation.

Health & Safety

- To implement and adhere to appropriate Disease Surveillance Protocol's, including robust biosecurity measures and ensure effective communication and training of staff in this area.
- To be responsible for complying with the company policy regarding Health & Safety.
- To adhere to COSHH for the farm division.
- To maintain effective hygiene and biosecurity measures to safeguard the health of visitors and staff, and in all activities, ensure a safe environment.
- To maintain up to date knowledge of relevant Health & Safety protocols for a farm environment.
- To ensure continuous training and development.

Essential Skills & Qualifications

- Substantial relevant and practical experience of animal husbandry in a farm park or zoo environment, including rare breed knowledge.
- Experience establishing robust health monitoring practices and overseeing a breeding program.
- Proven experience as a manager and people leader.
- Sound knowledge of budget management.
- Experience and knowledge of land management and stock rotation.
- Comprehensive and up to the minute regulatory and compliance knowledge and track record of establishing systems and protocols that ensure adherence.
- Extensive experience in animal care, including feeding, health monitoring, and general husbandry practices particularly with rare breed knowledge Heritage Breed Sheep.

- Experience in leadership roles, managing and developing teams.

Desirable:

- Relevant qualifications at a degree level would be desirable.
- Excellent organizational abilities, and familiarity with the regulations and record-keeping associated with the management of an animal-based attraction.
- Experience working in a visitor attraction, museum, or heritage setting.
- Experience delivering public engagement at farm-based events/experiences.
- Marketing or events experience, especially in a family-focused setting.

Holiday allocation:

- 32 days per annum including bank holidays (pro rata for part time staff)

Pension:

- Automatically enrol team members into our workplace pension operated by Royal London.

Workforce Benefits:

- Free on-site car parking.
- Staff Pass provides access to the site for free.
- ASVA Card Access, Team members have access to The Association of Scottish Visitor Attractions card which allows free entry to a huge range of visitor attractions throughout Scotland.
- Discount in the cafe and gift shop.

Closing Date: Midnight, 31st July 2025

Interviews will be held the week commencing: 11th August 2025

TO APPLY – please email us at jobs@almondvalley.co.uk with a full CV, and a covering letter demonstrating your suitability for the role.

If you have any queries or would like to discuss an application in an alternative format please email jobs@almondvalley.co.uk

Equality and Diversity Commitment

Almond Valley is an equal opportunities employer. We are committed to offering equal opportunity for all and to providing employees with a work environment free of discrimination and harassment and are working hard to create a space in which people from all walks of life see themselves.

We are committed to increasing the diversity of our team and encourage applications from people currently under-represented groups, targeting in particular people of the Global Majority and Deaf or disabled applicants.