

Nature Recovery Officer

Title: Nature Recovery Officer

Contract: Permanent full-time contract

Reports to: Nature Recovery Manager

Responsible for: Volunteers and Trainees

Location: Working across Gwent. Working flexibly from home and any GWT Office.

Salary: £25,827 - £28,414 depending on experience

Overall purpose

- Manage our nature reserves for wildlife across Gwent
- Oversee practical action and engagement activities for volunteers and other groups within our Nature Reserves
- Working with partners and neighbours to enhance their own land for wildlife providing management advice and avenues for potential grant support

Main responsibilities

- Complete practical management tasks including, but not limited to, chain-sawing, brush-cutting, tractor driving, fencing, hedging, etc. to deliver the activities of the sites management plans
- Provide practical training to trainees and volunteers, and maintain a network of volunteers, organising a weekly work party for volunteers at GWT nature reserves
- Create and report on a work plan each month, keeping this updated to always provide a 12 month forecast
- Liaise with NRW and other statutory bodies in seeking consents for works to be carried out
- Work with GWT's Evidence Team to develop and deliver species survey and habitat monitoring, to understand the impacts of different management practices, so these can always be improved
- Work with the Head of Nature Recovery, Nature Recovery Manager and the Senior Projects and Grants Officer to devise, develop, fund and manage projects that deliver against GWT's Strategy and Business Plan
- Input into an annual budget for your work, and contribute towards the development of project and GWT-wide budgets
- Ensure the terms of funding agreements and agri-environment schemes are met, that records are kept, and that claims are submitted on time
- Work with fellow Nature Recovery Officers to complete practical management tasks as a team and ensure coordination of works
- Assist the Senior Conservation Grazing Officer when needed to manage GWT's livestock and the livestock of external graziers including, on occasion, being on call for livestock duties, for example, when the Senior Conservation Grazing Officer is on leave
- Work in the office on a fixed day each week to complete administration tasks with the rest of the Nature Recovery Team
- Keep up to date, detailed records of your practical management activities

- Read and abide by all of GWT's Policies, Processes and Practices with particular reference to the Staff and Organisational Handbooks, HR Policies and Health and Safety Management System
- Support the production of nature reserve management plans and their continued revision
- Develop and maintain good relationships with partners, neighbours, graziers and volunteers
- Attend meetings of the Trust including but not limited to All Staff meetings and One to One meetings with your line manager
- Promote membership of GWT and represent your work and GWT's projects and campaigns in the media as required.
- Carry out any other varied duties that may be required, appropriate to the nature of the post

The Post

The Nature Recovery Officers sit within the Nature Recovery Team, which oversees the management of GWT's estate to increase species populations and habitat resilience, with a particular focus on expanding our largest, most impactful nature reserves.

These roles work alongside the Senior Conservation Grazing Officer and report to the Nature Recovery Manager, who together will deliver exemplary nature reserves management countywide, with this management constantly improving due to a close partnership with the Evidence Team.

Working together, each Nature Recovery Officer will contribute to GWT's nature reserves being the best nature reserves they can be for both wildlife and people and help to turn the tide on nature's decline. In light of the significant threats we face including climate change, biodiversity collapse and reductions in income, Nature Recovery Officers will embrace new ideas and trial approaches which may deliver better results than those we have experienced to date. This will include working alongside the Natural Solutions Team to demonstrate on our nature reserves how the restoration of ecosystem services can deliver for people and wildlife.

Personal Qualities

As a fairly small and tightly-knit organisation, it is important to us that the people we employ are a good fit for our culture and values, we therefore place a strong emphasis on personal qualities. We are looking for a team player, comfortable following and supporting others, or leading the group. Someone who is inquisitive and solutions focussed, eager to learn and implement new skills for the role, with a responsible attitude, self-reliant with initiative and a mature, flexible approach.

The position is subject to an enhanced and barred Disclosure and Barring Service check.

PERSON SPECIFICATION

The qualities needed for this post are listed below.

(E – Essential; D – Desirable)

Experience

- Demonstrable commitment to the aims and objectives of the Wildlife Trusts (E)
- Demonstrable experience of wildlife habitat management (E)
- Managing volunteers and leading volunteer groups (E)
- Maintenance and use of tools, equipment and machinery (E)
- Experience of working within an environment where Health and Safety is always a central focus (E)
- Managing livestock (cattle and sheep) (D)
- Producing and managing contracts and grazing agreements (D)

Skills

- Good communication skills - written and oral (E)
- Good organisational and time management skills (E)
- Excellent interpersonal skills - critical-listening, mediation, persuasion (E)
- Full, clean driving license (E)
- Ability to work in a busy environment to deadlines, managing multiple priorities (E)
- IT literate (E) - Microsoft Office including Excel (E)

Knowledge and Qualifications

- Practical qualifications including chain-sawing (D), brush-cutting (D), tractor driving (D), quad bike (D), first aid (D), towing trailers (D), pesticide treatment (D)
- An understanding of the principles of wildlife biology and conservation (D)
- Land management techniques including fencing, hedging and drystone walling (D)
- Welsh language (D)

Candidates should be able to demonstrate commitment to equal opportunities and be able to work out-of-office hours occasionally. The post holder will be required to attend other meetings elsewhere in Gwent and occasionally elsewhere in the UK.

To discuss this post informally, please contact Gemma Bodé 07766 011233 or gbode@gwentwildlife.org