

Wildlife and Water Officer

Job description



Worcestershire
Wildlife Trust

Team	Conservation
Place of work	Worcestershire Wildlife Trust, Lower Smite Farm, Hindlip, WR3 8SZ
Responsible to	Head of Conservation
Responsible for	Contractors and volunteers
Key relationships (internal)	Senior Conservation Officer - Planning, Senior Land Advisor, Wildlife and Farming Officer, Reserves Team Leader, conservation project officers, reserves officers, conservation volunteers, Honorary Officer for Conservation
Hours	Fixed Term Contract, three years, 35 hours per week
Salary	£25,500 – £27,000 depending on experience
Overall job purpose	To contribute to the work of Worcestershire Wildlife Trust by developing and driving nature's recovery in Worcestershire.

Main responsibilities

- Gain the support of landowners, land managers and partners to deliver Worcestershire's wetland nature-based conservation work at a landscape scale for nature's recovery.
- Provide high quality and objective advice to landowners and land managers on a broad range of environmental focusses, with a priority on delivering improvements to water and wetland species and habitats.
- Increase the capacity and ability to plan and deliver partnership wetland projects on public and private land with the support of external funding opportunities.
- Respond to local and national water and wetland related planning and development consultations.
- Preparation of environmental plans that consider nutrient, water, soil and habitat management, and identify work to improve and create wetland habitats and restore natural functions.
- Plan and deliver monitoring programmes to appraise the effectiveness of interventions.
- For WWT's nature reserves provide water and wetland species and habitat advice.
- Plan and deliver actions as co-host with Severn Rivers Trust of the Worcestershire Middle Severn Catchment Based Approach (CaBA) partnership.
- Raise awareness of delivering nature's recovery, water environment issues, providing talks, training events and guided walks.

Job Specification

1. Management and supervision

- Currently there are no direct line staff management responsibilities relating to this post.
- Responsible for recruiting, supervising and managing the safe working of contractors.
- Responsible for recruiting, supervising and managing the safe working of volunteers for WWT projects.

2 Work planning and financial control

- Ability to cost up water and wetland contracts and projects and work with contractors to ensure high quality habitat and/or project delivery.
- Responsible for managing project budgets.
- Responsible for ensuring we meet time schedules and funding requirements.
- Responsible for ensuring the safe working of contractors.
- Responsible for ensuring the completion and standards for allocated contracts.
- Identify opportunities for income generation and, where appropriate, seek external funding in co-operation with other staff.

3 Technical knowledge

- Good technical knowledge of the county's habitats and species and their ecology especially water and wetlands.
- Good knowledge of the principles and practice of UK species and habitat management, creation, natural processes and monitoring.
- Good knowledge of UK water, agriculture and nature conservation policy framework.
- Good knowledge of ecological survey techniques and GIS mapping skills (QGIS, MapInfo, ARC or GIS).

4 People, contacts, representation and community engagement

- Ability to work with a range of landowners, land managers, and colleagues to identify the best locations and types of habitat management and creation to help nature's recovery.
- Plan and deliver actions as co-host with Seven Rivers Trust of the Worcestershire Middle Severn Catchment Based Approach (CaBA) partnership.
- Contribute to the development and updating of relevant sections of the Trust's website.
- Represent WWT at events and on media, including, TV, radio and social media.
- Promote WWT wherever possible, in particular recruiting new members.

Person specification

A Knowledge

- Strong understanding of water and wetlands and how they relate to delivering the good health of nature in lowland England
- Good understanding of priority habitats and species and how best to conserve and enhance them

- Good understanding of relevant legislation in respect to nature conservation, water and agricultural regulations and health and safety
- Relevant lived work experience or recognised qualification in a relevant or related subject (e.g. ecology, countryside management or agriculture)
- Good understanding of ecosystems services, natural capital and natural processes and their role in future land management schemes

B Experience

- Experience in delivering conservation advice to landowners and land managers on a range of environmental topics including wetland habitat management/creation, soil health, water quality and pollution control
- Experience in planning practical habitat interventions and managing the delivery of work through coordinating contractors and/or volunteers
- Experience of preparing land management plans
- Experience in surveying and monitoring a range of species and habitats
- Experience of supervising and managing volunteers
- Experience of working with a range of stakeholders
- Experience in preparing land management scheme applications

C Skills

- IT skills relevant to the post including databases, spreadsheets, GIS (e.g. MapInfo, ARC GIS or QGIS)
- Time management to prioritise and work to milestones
- Good organisational skills
- Ability to negotiate and persuade tactfully to secure positive environmental outcomes on public and private land in Worcestershire
- Flexible approach to managing a changing workload with a willingness to work occasional weekends and evenings
- Strong communication skills, both orally and in writing, to a wide range of different audiences

D Personal

- Passion and commitment to nature conservation
- Self-discipline, confidence with an assertive but friendly manner
- Positive and mature approach with integrity, tact and diplomacy
- Excellent networking skills and the ability to build rapport quickly, and able to work independently and as part of a team
- Clean driving licence and own vehicle available for business use

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