

# JOB DESCRIPTION

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## IDENTIFICATION OF JOB

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<b>JOB TITLE</b>	Senior Living Landscape Officer (Wetland Lead)
<b>FUNCTION</b>	To oversee the delivery of our wetland conservation work throughout Cheshire
<b>TEAM</b>	Operations Team West
<b>RESPONSIBLE TO</b>	Operations Manager West
<b>TERM</b>	Permanent
<b>WORKING BASE</b>	This position is based from our Bickley Hall Farm Headquarters near Malpas. Home working will also be possible.
<b>SALARY</b>	£26,500 - £31,500 depending on experience

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## OVERALL PURPOSE OF JOB

This post will lead on the delivery of the Trust's wetland conservation work throughout Cheshire. This is a senior officer role that will take the reins on developing and delivering the Trust's 2030 objectives for Cheshire's wetland habitats and species, with a specific focus in the following areas; wetland habitat creation and management, wading bird conservation and river restoration.

Working in the wider landscape, you will strive to engage farmers and other land managers with the work of the Trust and facilitate the smooth delivery of a range of project based outputs. Operating at scale, you will take the lead on a number of landscape-wide initiatives, which will include the Gowy and Mersey Washlands Living Landscape Project.

Alongside project based work, you will lead on the management of the Trust's largest nature reserve, Gowy Meadows located in the heart of our Gowy and Mersey Washlands focus area. This will include all aspects of site management from organising graziers to coordinating habitat management work.

You will join a multifaceted team of Living Landscape Officers, each responsible for overseeing work within their respective focus areas, and developing their habitat and species specialisms. You will work collaboratively to shape the Trust's conservation work and deliver tangible improvements for wildlife throughout the Cheshire countryside, and beyond.

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## MAIN RESPONSIBILITIES

### 1. Landscape-scale delivery

- Be the primary point of contact for landowners and stakeholders in the Gowy and

Mersey Washlands focus area and act as a technical lead on wetland habitats and species for the Trust.

- Grow the Trust's presence and credibility within farming communities. Initially, this will focus on maintaining existing landowner relationships, and later, expand the network of landowners we are engaging with.
- Prepare annual work programmes for assigned projects to ensure effective management of resources, making decisions as to where best to deploy staff and volunteers and where to use external contractors.
- Prepare and oversee Living Landscape Officer's work programmes
- Devise and oversee the direct delivery of habitat creation and restoration work using a range of external funding streams.
- Oversee a range of commercial land management agreements on third party owned land.
- Expand our indirect delivery, by working with landowners to secure agreements for habitat restoration and creation works that contribute to our 2030 objectives.
- Keep up to date with evolving agricultural support and regulations that will shape the future of farming.
- Work with partner organisations such as; Natural England, Severn Trent and the Environment Agency, to identify common objectives and find ways to work collaboratively to achieve them.
- Working with other team members, develop and implement the Trust's Water vole recovery strategy, by firstly establishing a baseline monitoring programme.
- Devise and oversee the implementation of monitoring strategies that help assess the impact of our work

## **2. Nature reserve management**

- Draw up long-term management, and monitoring, plans for assigned nature reserves
- Oversee health & safety obligations in respect to tree safety and visitor access
- Manage relationships with tenant graziers and neighbouring landowners
- Oversee the delivery of practical habitat management and access to maintain and enhance the condition of assigned nature reserves

## **3. Sustainable funding**

- Manage delegated projects and associated budgets, ensuring value for money is achieved by the Trust and any supporting partners.
- Work with the Operations Managers, to seek external funding opportunities to support the delivery of our 2030 objectives.
- Support the wider operations team with the delivery of commercial-based services to supplement the Trust's finances and build financial resilience.

## **4. Strategic Leadership**

- Lead the growth of the trust's wetland work in line with our 2030 targets
- Work with senior managers to plan and develop our programme of wetland work to deliver nature recovery in Cheshire
- Connect to networks within the wetland community locally and nationally to ensure our work contributes to a wider recovery programmes and is informed by best practice.

## PERSON SPECIFICATION

**JOB TITLE** – Senior Living Landscape Officer (Wetland Lead)

**TEAM** – Operations Team West

	Essential	Desirable
<b>Experience</b>		
Practical, hands-on experience delivering habitat interventions within wetlands	✓	
Experience of working with farmers and other private landowners to achieve ecological objectives	✓	
Experience of managing contracts and contractors	✓	
Experience in project management, including budget management	✓	
Experience in surveying and monitoring a range of wetland habitats and species.		✓
Experience of developing project ideas and preparing funding applications	✓	
Experience of writing and implementing site management plans and annual work programmes	✓	
Experience of partnership working with businesses or statutory and voluntary organisations	✓	
Experience in producing and using health and safety protocols	✓	
Experience of coordinating and leading volunteers		✓
<b>Knowledge and Skills</b>		
A relevant qualification in Environmental Science/ Countryside Management	✓	
A strong understanding of agricultural practices and other rural land uses	✓	
A sound working knowledge of wetland habitats, and associated priority species. Specifically in respect to rivers, wetlands and waders	✓	
Basic level botany ID skills, capable of identifying priority habitat	✓	
A good understanding of agri-environment schemes and the impending changes to agricultural support		✓

An understanding of ecosystems services and their role in supporting the work of the Trust		✓
A good understanding of relevant legislation in relation to land management, e.g. nature conservation regulations (SSSI legislation), agricultural regulations and health and safety		✓
First aid certificate		✓
IT skills including GIS		✓
Ability to research, analyse and interpret information and write effective reports	✓	
An understanding of relevant land management funding streams		✓
Effective organisational skills to manage and prioritise workloads	✓	
Time management skills and an ability to prioritise work to meet deadlines	✓	
Ability to work independently and adopt a flexible approach	✓	
<b>Personal Qualities</b>		
Ability to communicate effectively, with integrity, tact and diplomacy, both verbally and in writing, to a wide range of stakeholders	✓	
Ability to work well on their own initiative with high levels of self-motivation and enthusiasm	✓	
Excellent interpersonal skills	✓	
A willingness to be flexible and respond to changing situations	✓	
A willingness to work occasional evenings and weekends	✓	
A valid UK driving licence	✓	

## GENERAL TERMS AND CONDITIONS

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**Salary:** £26,500 - £31,500 (Depending on experience)

**Pension:** The Trust has a Group Personal Pension Scheme, which is available to the post holder.

**Hours of Work:** Full-time 35 hours per week. Overtime is not paid but time off in lieu may be taken, where appropriate, as the post may involve some evening or weekend working.

**Duration of post:** This post is permanent.

**Holidays:** Holiday entitlement will be based on a full-time allocation of 20 days per year, plus Bank Holidays, plus up to 3 specified days over the Christmas period and 1 extra day per year of service to the Trust to

a maximum of 28 days (inclusive of specified days) after 5 years

**Place of work:**

Bickley Hall Farm, located near the village of Malpas. Occasional home working will also be possible.