



Cheshire
Wildlife Trust

**Let's bring wildlife back together -
for everyone, everywhere**





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Purpose and impact of the role

We have reached a tipping point. Wildlife is in freefall both locally and nationally and our climate is in crisis. By 2030 we must see nature recovering, wildlife returning and ecosystems restored and we need many, many more people on nature's side.

Cheshire Wildlife Trust is a fast-growing environmental charity which is part of the UK-wide federation of Wildlife Trusts. With the local support of over 17,500 members and almost 1 million members nationally, you will be a part of a dynamic organisation which is at the forefront of bringing wildlife back. Your role will help achieve our 2030 goals to put nature into recovery, mobilise at least 1 in 4 people to be on nature's side and ensure that the environment plays a full role in addressing the climate crisis. In short, we need to create a [Wilder Cheshire](#).

This role sits within the Data & Insights team. The main purpose of the team is to ensure the Trust has clear, reliable and well-managed data and insight, with GIS playing a central role in mapping, analysing and communicating the evidence needed to plan, prioritise and deliver nature's recovery across Cheshire.

The role of GIS Officer is a Technical Officer level position where the main purpose is to deliver agreed objectives that contribute to achieving a specific strategic goal.



The specific purpose of this position is to:

- Provide expert GIS and ecological data support to ensure high-quality spatial analysis, mapping, and data management to support the delivery of the Trust's strategy.
- Develop and maintain geospatial tools, datasets, and workflows that enhance data accessibility, usability, and efficiency.
- Ensure compliance with data standards, licensing agreements, and regulatory requirements, enabling the Trust to effectively use geographic and ecological data to support evidence-based decision-making.

Overview

Title: GIS Officer

Responsible to: Data Strategy
& Insights Manager

Term: Permanent

Salary: £25,526 - £28,978
(Rank 5)
Starting in the region of £25,526

Hours: Full-time/35 hrs per
week.

Location: Bickley Hall Farm
(SY14 8EF). This is a hybrid role.

Main duties and responsibilities



- Provide GIS and ecological data support across the Trust, collaborating with teams and stakeholders to enable effective project delivery.
- Work with colleagues to gather requirements and develop user-friendly geospatial tools, including ArcGIS Pro templates, web apps, survey forms, and automated reports.
- Develop and maintain a GIS Product Pipeline to support the Trust's strategic objectives.
- Manage a GIS data catalogue to ensure efficient data access and management.
- Perform data mapping, processing, and analysis to support evidence-based decision-making.
- Identify, clean, and migrate spatial data between systems, ensuring accessibility and accuracy for analysis.
- Develop training materials and provide guidance to colleagues on using and managing GIS data and tools.
- Represent the Trust in RSWT-led GIS steering and working groups, contributing expertise and insights.

- Ensure the accurate collection, storage, and retrieval of geographic information to support operational and conservation goals.
- Liaise with external data providers to acquire and manage third-party spatial datasets.
- Support mapping, modelling, and technical data analysis to strengthen the Trust's evidence base.
- Deliver commercial GIS and data provision services for CWT.
- Ensure compliance with data standards, licensing agreements, and UK GDPR requirements for biodiversity data collection, retention, and processing.

Strategy, delivery and managerial responsibility:

- No direct responsibility for others but may provide some supervision to trainees and volunteers.
- Reports to either a Team Leader or Programme Manager and is responsible for delivering a defined work programme that contributes to the overall outcomes of the department.

Fiscal responsibility:

- Accountable for the day to day monitoring of project and contract budgets and/or other income streams of up to £50k.





Legal responsibility:

- Expected to comply with the limits and authorities set out in CWT's Financial and General Schemes of Delegation.
- Required to comply with the Health & Safety at Work Act, General Data Protection Regulations, fundraising regulations and CWT policies and procedures.
- Required to work within the limits set out in your individual competency record and to undergo competency based training as required.
- Responsible for following safe operating procedures to keep yourself safe at work and for ensuring that delivery of your work programme is safe and lawful.

Relationships:

- Expected to be an ambassador for Cheshire Wildlife Trust responsible for upholding the Trust's reputation, image and level of service.
- Expected to promote membership at all available opportunities and engage positively with potential and current supporters.
- Required to maintain effective and close working relationships with colleagues within your own team and work with others across the organisation.
- Required to pass on and receive information from external contacts.

Person specification

Knowledge and experience

You will be expected to have at least 2 years relevant experience or at least a Level 3* qualification or be an associate of a professional body within one or more of the following fields: GIS, data management, data science, geospatial science.

In addition you will need to demonstrate knowledge and/or experience of the following:

- Data management, standards and quality assurance
- Data analysis & modelling
- Knowledge and experience of Geographic Information Systems, ideally ArcGIS Pro, ArcGIS Online and associated ESRI apps
- Knowledge and experience of coding in Python and R
- An ability to analyse, interpret and communicate complex data.

*You can check whether a qualification you hold is at the right level [here](#).



Skills

You must be able to demonstrate competency in the core areas of responsibility at the level described above.

In addition, Cheshire Wildlife Trust maps the competencies required for each role against the Chartered Institute of Ecology and Environmental Management's competency framework. The full framework can be viewed [here](#).

The framework is comprised of a set of technical and transferable competencies with four skill levels for each (basic, capable, accomplished and authoritative). For your particular role you will be expected to be accomplished in one or more transferable skill areas.

The competencies required for your role are shown in the table below:

Technical		Basic	Capable	Accomplished
A1-A5	Environmental Assessment	x		
M1-M3	Environmental Management	x		
M4-M6	Environmental Management	x		
P1-P3	Policy, Legislation & Standards	x		
S1-S4	Surveying	x		
SM1-SM3	Scientific Method		SM1 SM3	SM2

Transferable skills

- You can demonstrate good professional conduct, appropriate behaviours and set an example to others. You are able to demonstrate that you take responsibility for own learning and development.
- Able to communicate information confidently and clearly in ways appropriate to the audience. Able to independently produce written communication to inform and persuade others.
- Skilled at maintaining good relationships with partners and stakeholders. Able to work effectively as part of a multi-disciplinary team. Has critical thinking skills and is able to identify potential problems and suggest solutions.
- Able to implement complex methods of data management, and provide advice and guidance to others on data management. Confident user of information technology tools and a range of common and bespoke software packages.
- Able to work efficiently and to a high standard. Able to contribute to achieving, measuring and monitoring targets. Can demonstrate an ability to plan budgets and resources to meet objectives. Able to contribute to strategic planning. Competent at managing contracts and lower-value projects. Demonstrates skills in understanding and meeting customer needs and able to deal with the public effectively.
- Understands equal opportunities and actively supports others by demonstrating inclusive behaviour. Able to set a good example to others and show leadership when required.



Personal qualities

We expect all who work for Cheshire Wildlife Trust to demonstrate the following personal qualities:

- Be passionate about securing a future for local wildlife on land and sea
- Be someone who leads by example and makes decisions based on evidence
- Be proactive, professional and pioneering in your everyday work
- Make sustainable choices
- Be able to work both alone and as part of a team
- Be flexible, practical and well organised
- Be friendly and approachable
- Have the means to travel to our headquarters as and when required.



About us

We are a small and friendly organisation employing around 60 staff supported by a network of delivery partners, volunteers and trainees. The people who work for Cheshire Wildlife Trust are passionate about the natural environment and local wildlife conservation. We have a highly motivated and committed team who are driven to succeed, and we believe that our staff thrive best in a culture of creative freedom within a strategic framework. Many staff are involved in Cheshire Wildlife Trust's activities outside of their duties such as occasional volunteering to help with a wildlife survey or helping run a weekend/evening event.

At Cheshire Wildlife Trust we embrace agile working with a focus on supporting you to achieve your objectives alongside a healthy work-life balance.

We operate a hybrid working policy with most staff working at least part of the week from home and/or out on site.

Our headquarters at Bickley Hall Farm (SY14 8EF) are set in the beautiful Cheshire countryside on a working farm managed by Cheshire Wildlife Trust.

The farmhouse provides our main office space with fantastic views and the opportunity to walk around the farm in your free time.

Depending on your role you may also have the flexibility to work from one of our satellite offices or use a hot desk hosted by a partner organisation.



How to apply

To apply for the position please download and complete an application form and return it to Emma Raine (People & Culture Officer) at jobs@cheshirewt.org.uk

CVs will not be accepted.

The closing date for this role is midnight on **Sunday the 4th of October 2026**.

Applicants must have the right to work in the UK. You may be required to undergo a DBS check as part of this role.

