



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 Nature Recovery Directorate. The main purpose of the department is to address the nature crisis locally by restoring nature at scale, strengthening the ecological network, defending nature and building the capacity of others to take positive action to achieve nature's recovery.

This position is part of the Ecological Networks team

The role of Principal Habitat Creation Officer is a Principal Technical Officer level position where the main purpose is to deliver agreed objectives that contribute significantly to achieving a specific strategic goal and the work of a department both directly and by advising colleagues at all levels.



The specific purpose of this position is to:

- Work in the wider landscape to engage farmers, landowners and land-managers and lead the delivery of a range of woodland and grassland creation and restoration projects.
- Serve as the Trust's lead technical expert on woodland and grassland, shaping organisational strategy and influencing regional land use.
- Lead the development, technical assurance and strategic growth of the Trust's land management services delivery offer, ensuring woodland and grassland work is delivered effectively, efficiently and with ecological integrity.

Overview

Title: Principal Habitat Creation Officer

Responsible to: Nature Recovery Programme Manager

Term: Permanent

Salary: £39,040 – £44,689
(Rank 2)
Starting in the region of
£39,040

Hours: Full-time/35 hrs per week.

Location: Bickley Hall Farm (SY14 8EF). This is a hybrid role with travel across Cheshire and use of our Wildboarclogh office space.

Main duties and responsibilities



- Work with and engage 3rd party landowners and land managers to seek out opportunities and deliver woodland and grassland creation, restoration and enhancement to contribute to our 2030 objectives.
- Lead on the technical design and delivery of habitat creation schemes, with a focus on woodland and grassland. Provide technical expertise across all project stages, ensuring ecological integrity, practical feasibility, and high-quality implementation.
- Work with the Ecological Networks Programme Manager to lead the development, technical assurance and strategic growth of the Trust's land management services delivery offer.
- Oversee the delivery of projects in line with funding requirements and constraints, on time and to budget, ensuring funding is maximized and opportunities are met, incl. collating and submitting grant claims to meet project requirements.
- Shape organisational woodland and grassland strategy by providing technical expertise into programmes, funding applications and long-term strategic planning for habitat creation work.
- Provide high-quality communication through clear, technically robust verbal updates and written reports for trustees, funders, partners and stakeholders.
- Direct contractor management across multiple sites, ensuring safe, timely and quality assured delivery of habitat creation and restoration works to budget.

- Develop and oversee tree and wildflower operations in and out of CWT's nursery by ensuring regulatory compliance, quality assurance and continuous improvement in the production and supply of plant material, while identifying commercial opportunities to improve the programme financial resilience.
- Identify new and work closely with existing partner organisations to build strong, effective and strategic partnerships, identify shared priorities and develop collaborative approaches that deliver mutually beneficial outcomes.
- Develop and lead the implementation of evidence based monitoring frameworks that drive improvement across the programme and provide a clear, evidence based assessment of ecological outcomes while demonstrating the impact of our work and meeting funder requirements.
- Support the Ecological Networks Programme Manager to set and oversee work programmes, allocating resources across staff, volunteers and contractors to maximise impact and operational efficiency.
- With support, identify and oversee a range of commercial land management agreements/contracts on third-party owned land.
- Maintain a relevant technical expertise of agricultural and ecological policy and evolving regulatory frameworks that shape future land use and farming systems.
- Ensure organisation-wide communication of impact by collaborating across the Trust to articulate and promote the outcomes of nature-recovery work to diverse audiences.





Strategy, delivery and managerial responsibility:

- No direct responsibility for others but may supervise the work of 1-2 FTE rank 3-6 officers
- Required to advise colleagues at all levels on technical matters

Legal responsibility:

- Responsible for ensuring that project and contract work is carried out safely, lawfully and in line with relevant internal and external policies and regulations.

Relationships:

- Expected to be an ambassador for Cheshire Wildlife Trust responsible for upholding the Trust's reputation, image and level of service
- Responsible for developing and maintaining relationships at all levels internally and with relevant influential external stakeholders.

Fiscal responsibility:

- Accountable for securing and managing contract and project budgets or other income streams ranging from £300k-£1m.

Person specification

Knowledge and experience

You will have expertise in a particular field gained through at least 7 years relevant experience or at least a Level 5* qualification or be a member/fellow of a professional body within one or more of the following fields: Environmental Science/ Countryside Management

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

- Practical experience delivering and managing a team (incl. staff, contractors and volunteers) to deliver complex woodland and grassland habitat creation/restoration schemes and improvements for their associated priority species.
- A comprehensive understanding of conservation and land management, farming systems, natural capital/ecosystem services, nature friendly and regenerative farming practices.
- Basic professional level botany ID skills, ideally FISC level 3 or equivalent, capable of identifying priority habitat.
- A strong working knowledge of priority habitat with sound botany and woodland species ID skills.
- Capable in the use of ArcGIS and strong all round IT skills. Candidates showing a proficiency with other similar mapping software may be considered.
- Experience in the practical management of agricultural land, specifically to enhance wildlife and deliver environmental benefits.
- An ability to communicate effectively, with integrity, tact and diplomacy, both verbally and in writing, to a wide range of stakeholders.
- An accomplished ability to think strategically with experience of translating strategy into deliverable plans.

*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 authoritative in one or more transferable skill areas.

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

Technical		Basic	Capable	Accomplished	Authoritative
A1-A5	Environmental Assessment			X	
E1-4	Education & Knowledge Exchange			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			X	

Transferable skills

- Demonstrate high standards of professional conduct and leadership, modelling positive behaviours and encouraging others to do the same.
- Promote a positive culture of wellbeing and health & safety, including undertaking audits and contributing to the development and implementation of H&S policies and management systems.
- Communicate confidently and clearly, both verbally and in writing, adapting style and approach to influence and engage a wide range of audiences.
- Plan, manage and report on consultation and stakeholder engagement, including situations involving differing views or conflict, and build effective partnerships across disciplines and organisations.
- Build consensus and collaboration with colleagues, partners and stakeholders to achieve shared outcomes.
- Manage, analyse and present data appropriately, using a range of common and bespoke software and ensuring information is handled in line with relevant legislation and protocols.
- Maintain high standards of quality and continuous improvement, identifying opportunities to improve efficiency and delivery against targets.
- Design, lead, manage and evaluate complex projects and high-value contracts, including coordinating workplans, resources and delivery risks.
- Lead and support others to achieve results, including providing constructive performance feedback, supporting development and contributing to recruitment and selection.



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.

In addition, this role requires the following:

- A reasonable level of fitness and mobility and be able to spend large periods of time outside, in all weathers, sometimes on difficult terrain.
- A full, clean driving licence and access to your own vehicle.
- Reliability, and a willingness to work occasional unsociable hours.



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

The closing date for this role is midnight on **Sunday the 11th 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.

Please note: We are recruiting to one vacancy and are open to appointing at either Senior Habitat Creation Officer or Principal Habitat Creation Officer level, depending on the successful candidate's experience, knowledge and technical expertise. If you are unsure which level best matches your experience, we encourage you to apply. The recruitment process will help determine the appropriate level of appointment. Only one appointment will be made.

