



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 Network team

The role of Senior Habitat Creation Officer is a Senior Technical Officer level position where the main purpose is to deliver agreed objectives that contribute significantly to achieving a specific strategic goal both directly and by supervising the work of more junior members of the team.



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.
- Champion the multiple benefits and importance of woodland and species rich grassland as a natural capital asset for the wider environment and society.
- Support the wider team with delivery of other nature recovery-related activities, such as grant funded projects or commercial services to further the Trust's strategic objectives and build financial resilience.

Overview

Title: Senior Habitat Creation Officer

Responsible to: Nature Recovery Programme Manager

Term: Permanent

Salary: £32,522- £36,304 (Rank 3)

Starting in the region of £32,522

Hours: Full-time/35 hrs per week.

Location: Lower Nabbs Farm (Wildboardclough). This is a hybrid role with travel across Cheshire and use of our Malpas HQ.

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.
- Efficiently deliver 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.
- Contribute to internal woodland and grassland strategies and programmes, including funding applications, to strengthen the long-term resilience of CWT's habitat creation work.
- Provide high-quality communication through clear verbal updates and well-structured written reports for funders, partners and stakeholders.
- Manage and organise contractors on multiple sites ensuring work is delivered safely, on time, within budget and to agreed quality standards.
- Work with the wider team to manage and strengthen CWT's tree and wildflower nursery operations, ensuring all regulatory, procedural and quality-assurance requirements are fully met while driving continuous improvement and growth in the compliant production and supply of plant material for habitat-creation projects.

- Work closely with partner organisations to build strong, effective relationships, identify shared priorities and develop collaborative approaches that deliver mutually beneficial outcomes.
- Ensure robust implementation of monitoring frameworks that provide clear, evidence-based assessment of ecological outcomes, demonstrating the impact of our work and informing continuous improvement while meeting funder requirements.
- Prepare, contribute to and oversee project work programmes to ensure effective management of resources, making decisions as to where best to deploy other members of the Nature Recovery team, volunteers and external contractors.
- Oversee a range of commercial land management agreements/ contracts on third party owned land.
- Keep up to date with evolving agricultural support and regulations that will shape the future of farming.
- Work with relevant staff across the Trust to ensure that the impacts of our work are well communicated to a wide audience





Strategy, delivery and managerial responsibility:

- No direct responsibility for others but may supervise the work of 1-2 officers, trainees, assistants and volunteers. May give technical advice to others.

Fiscal responsibility:

- Accountable for raising funds and the day to day monitoring of project and contract budgets and/or other income streams of £50k-300k.

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:

- Required to maintain operational relationships both internally and externally and to use influencing and negotiating skills when required.

Person specification

Knowledge and experience

You will have already gained at least 5 years relevant experience or at least a Level 5* qualification or be a member 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.
- Vocational qualifications such as CS30 & 31 (chainsaw use), PA1 & 6 (pesticide use) NPTC/ LANTRA certificates.
- Experience of writing and implementing management plans and inputting into work programmes.
- Experience of coordinating and leading volunteers.

*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 this particular role you will be expected to be capable in relevant transferrable and technical skill areas.

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

Technical		Basic	Capable	Accomplished
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 good professional conduct, model appropriate behaviours and take responsibility for your own learning and development.
- Work safely and promote a positive culture of wellbeing, health & safety awareness and compliance with organisational policies and procedures.
- Communicate confidently and clearly, both verbally and in writing, adapting your approach to inform and engage different audiences.
- Identify and engage relevant stakeholders, build effective working relationships and contribute to consultation activities and partnership working, with appropriate guidance.
- Collect, manage, share and present data appropriately, using a range of common and bespoke software and working in line with relevant legislation and protocols.
- Maintain high standards in your own work and contribute to the quality, efficiency and achievement of wider team and organisational goals.
- Demonstrate an understanding of CWT's vision and values, environmental sustainability and the importance of good customer service when working with external contacts and the public.
- Support effective project delivery by understanding basic project-management processes and systems, contributing to supervised project tasks and, where relevant, fundraising activity.



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.

