



Gloucestershire
Wildlife Trust

Job description

Land Management Officer (East)

This is an exciting opportunity to assist with delivering nature's recovery through practical work on and off GWT Nature Reserves to create bigger, better and more connected priority landscapes

Salary: £24,500 - £28,119

Responsible to: Land Manager East

Responsible for: Volunteers and trainees

Liason with: Other members of the Land Management Team, Evidence Team, Engagement and Fundraising Team, Facilities Team, volunteers, graziers, partners, and neighbouring landowners



Large blue © Billy Heaney

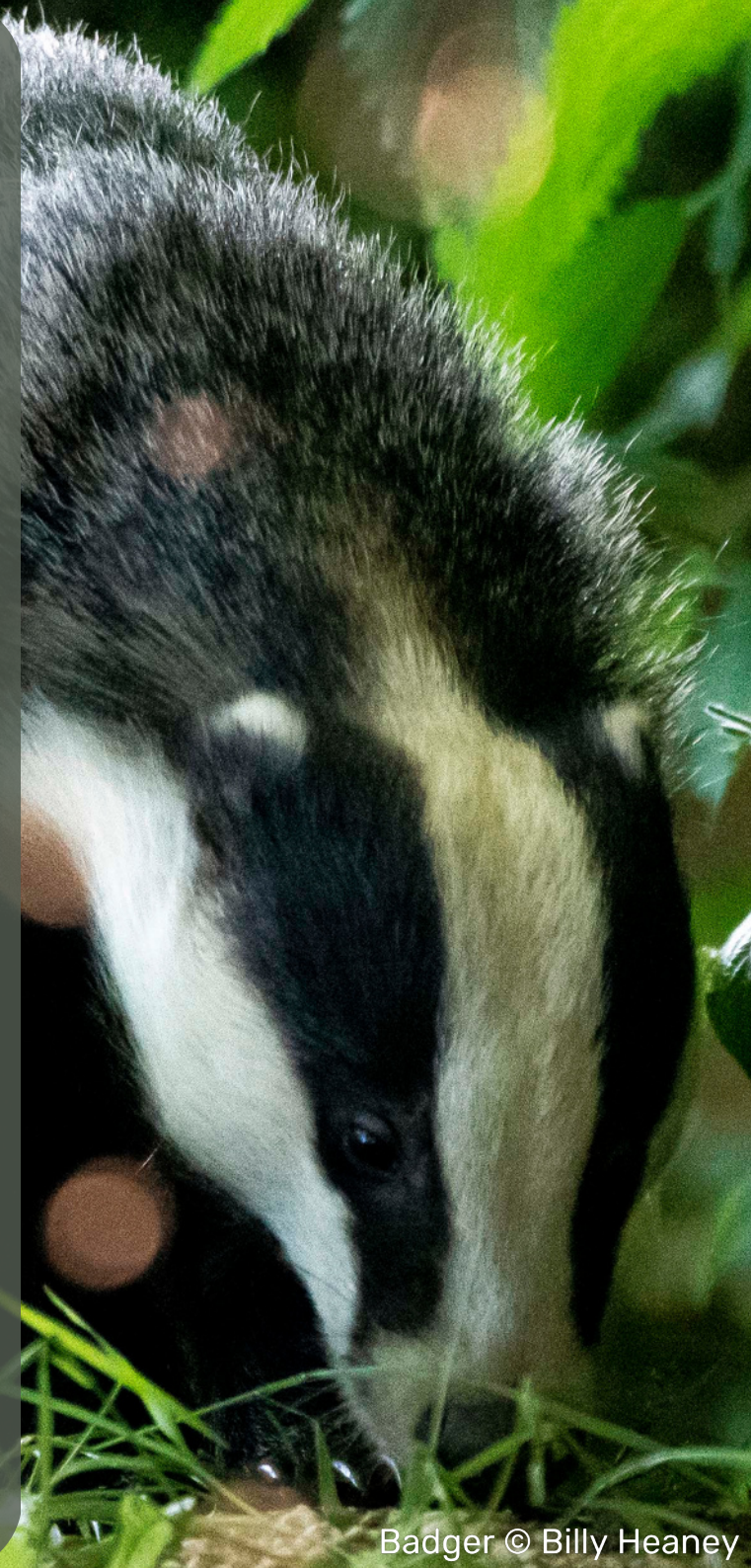


Introduction to the role

This role will work with the Land Manager East to coordinate, and deliver practical land management activities on and off our nature reserves in the East of the county. This includes 30 GWT nature reserves covering over 630 Hectares including SSSI and SAC sites. Habitats include species-rich unimproved limestone and neutral grasslands, floodplain meadows, hay meadows, ancient woodland, quarry pits, mires and more. This includes 2 of GWT's 3 Gateway Sites which are used for engagement, education, and events.

Our new strategy focuses land management within 10 identified Nature Recovery Zones's (NRZ), with 6 located in the East of the County. This role will work with partners and private landowners to expand and connect our reserves at the landscape scale.

This role will help to mentor 2 x Wild Trainees, and work with volunteer teams to help deliver work plan objectives.





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Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We own and manage more than 60 nature reserves across the county, all of which offer free access for visitors. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment.

Our mission is a simple one – to value nature. Our ambition is to restore, recreate and reconnect Gloucestershire's wild places. We want everyone in Gloucestershire to value, enjoy and share the natural world.

Our priorities are outlined in our Strategic Plan: Wild Places, Natural Solutions – <http://www.gloucestershiREWildlifeTrust.co.uk/about-us/who-we-are/strategic-plan>

Our vision is ambitious, but we believe we can deliver it by:

- Creating bigger, better, more connected wild places where people and wildlife can thrive
- Inspiring more people and communities to take action for wildlife
- Leading on 'natural solutions'; championing the value of what wildlife can do for us
- Growing our resources, influence and reach to shape a strong, resilient organisation

Gloucestershire Wildlife Trust manages over 2,500 acres of land, from wetlands in the Severn Vale and heathland in the Forest of Dean, to limestone grasslands in the Cotswolds and a large ancient woodland at Lower Woods in South Gloucestershire. In addition to our community programmes, we have a vibrant programme of work outside our reserves, supporting farmers and landowners to deliver bigger, better and more connected landscapes where wildlife can thrive.

Gloucestershire Wildlife Trust expects its staff, paid and unpaid, to carry out their duties in a way which consistently exceeds the regulations and expectations of society at large in matters ethical and environmental. The Trust will ensure that its staff receives appropriate training and development opportunities based on a documented personal annual appraisal.



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Gloucestershire Wildlife Trust Values

Our values reflect each of us being:

A CARING COLLEAGUE – supportive and honest

Behaviours: We are considerate, honest and fair. We make time for each other and actively listen to others concerns or barriers before responding and finding solutions together.

ROOTED IN OUR COMMUNITIES – making nature inclusive

Behaviours: We respect each other's views and recognise and value our different backgrounds and lived experiences.

CHAMPIONS FOR WILDLIFE – passionate and pioneering for nature's recovery

Behaviours: We have an urgency for action. We are open to new ideas, encouraged to take risks together, finding creative solutions and learning from our mistakes.

ARC symbolises the values we stand for, we have a shared culture with smooth connections between all parts of our organisation.



Outline of main responsibilities

- Work with the Land Manager East on the planning and delivery of nature conservation objectives across 30 GWT reserves in the east of the county, and delivering projects with partners and private landowners within 6 NRZ's
- To help with the recruitment, training and mentoring of 2 x Wild Trainees delivering land management practices throughout the East region, taking responsibility for the safe working of the trainee team in accordance with GWT Codes of Practice
- To work with the Lead Land Manager (East) to create rolling monthly work programmes for the staff, volunteers and trainees in the East team
- Lead and coordinate volunteer teams in helping deliver the land management objectives of the East Team
- Ensure that all personal practical work complies with attached designations and permissions such as Felling Licenses and working on SSSI's with protected species.
- Assist with the implementation of grazing regimes through liaison with the East Team, volunteers, and graziers
- Organise, manage and oversee small scale contracts (for tree felling, fencing, etc) and ensure relevant requirements are followed in accordance with GWT Codes of Practice.
- Read, understand and actively disseminate to colleagues and volunteers; relevant information contained in GWT's Health and Safety Management system and any relevant codes of Practice



Outline of main responsibilities

- Liaison with Facilities and Engagement & Fundraising Teams in the management of 2 SSSI sites which are also Gateway Sites with high visitor numbers (Crickley Hill and Greystones Farm)
- Liaise with neighbouring landowners to ensure that they are informed of GWT activities; and where possible, seek to foster relationships to create bigger-better-more-joined landscapes within NRZ's
- Work collaboratively with the Evidence Team to plan and implement a survey and monitoring programme on GWT reserves and within NRZ's
- Ensure there are good records of all maintenance of equipment and ensure faulty or deficient tools and equipment are repaired in a timely fashion or taken out of service
- Contribute to the production of annual and 6-month budgets for nature reserves in the east region
- Oversee Health and Safety matters for the region, ensuring a safe working environment for staff, trainees and volunteers and complying with reporting requirements as appropriate
- Carry out other duties from time to time as required by the Director for Natures Recovery or Chief Executive



Outline of main responsibilities

Liaison, marketing and recruitment

- Ensure that effective and efficient liaison is maintained with other Trust staff and volunteers and with partners and private landowners
- Attend and represent the Trust and partner organisations at external meetings, conferences, seminars, and public gatherings relating to the project
- Work with the Membership Manager to distribute membership, promotional and recruitment literature where appropriate
- Liaise with the Communications Manager and partner organisations for all promotional material and publications and for all contact with the media
- Lead a programme of appropriate walks, talks and events as required

General

- Be proactive in supporting cross functional team working across the Trust
- Maintain the Trust's brand and image and raise its profile and influence amongst key decision makers and funders
- Ensure all Trust communications are produced to quality standards, within corporate identity guidelines and within agreed budgets
- Keep health and safety matters as the overriding determinant at all times and in all circumstances
- Present a friendly, professional, confident and tidy appearance



Qualifications

- Degree or equivalent qualification in conservation management, ecology or related discipline (preferred)

Experience and knowledge

Essential:

- Organising and implementing practical land management
- Habitat and species management skills especially of grassland and woodland habitats
- Leading volunteer activities and work parties
- Implementing practices that comply with Health and Safety legislation
- Communication and team working skills

Desirable:

- Experience of grazing regimes and livestock welfare
- Track record in ecological surveys and monitoring
- Developing and reporting on monthly team work plans for staff, volunteers and contracted work
- Project and contract management
- Legislation attached with working on SSSI/SAC sites and protected species
- Knowledge of land management stewardship schemes (CS/HLS etc.)
- Using GIS software





Person Specification

Skills

Essential:

- Species identification, particularly of grassland and woodland habitats
- IT skills such as MS Office and Excel
- Empathy with volunteers and their needs
- Good organisational skills
- High degree of initiative and self-reliance
- A current, full, clean driving licence

Desirable:

- Chainsaw certificate
- First Aid at work certificate
- Brushcutter certificate
- Pesticide certificate
- Experience of off-road driving and towing trailers
- Tree Safety Inspection
- Able to innovate and work with partners to solve problems





Person Specification

Qualities

- Passionate about the importance of wildlife and the natural environment to the health and sustainability of the planet's climate and eco-systems.
- Passionate about promoting ecological land use.
- Personal commitment to nature conservation and sustainable living
- Enthusiasm, motivation and dedication
- Good attention to detail
- Self-disciplined, self-motivated and self-confident
- Proactive, highly flexible and comfortable with change





Terms of Employment

This is a permanent full-time post (35 hours per week) and is subject to a six-month probationary period. Due to the nature of the Trust's work, occasional evening or weekend work may be necessary for which time off in lieu is given.

We offer a rounded benefits package to include life insurance of three times salary, a contributory pension scheme with generous employer contributions and an employee assistance programme. The postholder is entitled to 21 days paid leave per year pro rata (rising to 30 days through service) in addition to public holidays and Christmas closing period as well as two volunteering days. Other discounts and benefits are available too.

Our office facilities are at Robinswood Hill Country Park in Gloucester. This role will require regular travel to GWT offices at Crickley Hill and Greystones to support the work of the East team.

It is the nature of the work of Gloucestershire Wildlife Trust that tasks and responsibilities are, in many circumstances unpredictable and varied. All staff are, therefore, expected to work in a flexible way when the occasion arises where tasks that are not specifically covered in the Job Description are undertaken, including providing cover for absent staff in order to maintain organisational effectiveness.

As part of its commitment to investing in its people, GWT trains and supports its staff in the delivery of their duties. Advice will be given in drawing up a personal development plan and all suggestions considered according to resources available and the over-riding priorities of the Trust. An appraisal process is carried out every year.

The post holder will be consulted by the Chief Executive prior to any proposed major changes to duties and responsibilities and reasonable notice will be given before implementation.



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Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff, whether temporary, part-time or full-time; ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination. A full copy of the policy is available on request.





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How to apply

To make an application, please complete an online application form on our website by midnight on Monday 6th May 2024.

Interviews will be held Thursday 9th May 2024.

Thank you for your interest in this position and we look forward to receiving your application.

