

Job description

Job title: Nature Recovery Officer

Team: Nature's Recovery

Working base: Based at Folly Farm Centre and Avon Wildlife Trust head office in Bristol

Responsible to: Pollinator Pathways Manager

Responsible for: Supervision of volunteers & placements in and around the Pollinator Pathways project area.

Overall purpose of job:

To support nature's recovery through the conservation and restoration of habitats in the Pollinator Pathways project area, on Avon Wildlife Trust's (AWT) nature reserves and the wider landscape.

Engage local communities and landowners in nature recovery projects.

Main responsibilities:

- To deliver AWT's Pollinator Pathways project, providing habitat creation and enhancement advice to farmers, landowners and communities within the project area
- Supporting AWT's goals for landscape-scale species and habitat restoration projects, by working with colleagues, partners, and landowners to improve connectivity and provide long-term ecological resilience across priority landscapes.
- Providing habitat creation & enhancement advice to farmers/landowners and community groups.
- Supporting habitat improvements on Nature Reserves within the project area.
- Conducting ecological surveys to guide land management advice and decisions.
- Administer a small existing capital works funding pot to enable habitat works to take place. Offering advice on other funding opportunities.
- Working with contractors to targets and reporting progress related to works completed and engagements.
- Ensure the highest levels of competence and health and safety of all staff, placements, contractors, and volunteers involved in land management.
- Supporting the promotion of wider conservation issues and AWT by working with the communications team, and assisting with AWT events for members and local communities.
- Supporting the development of similar future projects and funding bids.

Job specification

Management and supervision

- To supervise and direct the work of contractors and practical volunteers.
- Responsible for the health and safety of those working on AWT sites or work days on Pollinator Pathways sites.

Accountability and resources

- Management of agreed elements of budgets for projects and site management.

Job impact

- To make a significant contribution to AWT's strategic goal of creating 1000ha of new habitat by 2030.
- Providing restoration and management advice to farmers, landowners and communities within the Pollinator Pathways project area and supporting habitat improvements on AWT reserves.

Independence and judgement

- Ability to exercise judgement in a variety of work activities, often working independently, either alone or supervising volunteers.

People and contacts

- Frequent liaison with a range of stakeholders internally and externally including landowners and community groups.
- Ability to speak to groups of people to convey complex and sometimes controversial messages, and often acting as an advocate for the Trust.

Creativity and innovation

- Work to agreed plans and targets. Ability to react and respond to unexpected non-routine situations and opportunity to influence and input creatively to the development of wildlife conservation work, including expansion of the project.

Working conditions

- Most delivery work will be outside, at AWT sites and other green spaces. Other work carried out from our central Bristol office, with options for some home working.
- Travel to meetings and sites as required.
- You may also be required to work from other AWT hubs and at a range of locations around the West of England area.
- Occasional evening and weekend work as necessary (TOIL awarded)
- Optional home working by prior agreement with your line manager

Person specification

E = essential criteria. D = desirable criteria

Please note - we have robust safeguarding procedures in place. This post may be subject to a successful DBS (Disclosure and Barring Service) check, and we will require two workplace references.

Experience

- An intermediate level of proven experience in nature conservation and/or countryside management (E)
- An intermediate level of proven experience in practical land management (E)
- Organisational ability and track record of delivering to deadlines (E)
- Grassland, hedgerow and/or woodland management experience (D)
- An intermediate level of experience of managing and training placements, volunteers and of supervising contractors (D)
- Experience of supporting the development of Environmental Stewardship schemes (D)
- Experience of writing nature conservation management plans and reports (D)

Competence, knowledge and skills

- Knowledge and experience in ecology, countryside management or related discipline (E)
- Good botanical skills including survey and monitoring (E)
- A sound understanding and knowledge of the ecology, habitat management and conservation requirements of priority habitats and species (E)
- A working knowledge of agri-environment schemes and farming practices (E)
- Excellent presentation skills (written and verbal) and ability to communicate effectively with a wide range of people (E)
- Ability to motivate a wide range of people and negotiate positive outcome (E)
- Ability to work to tight time-scales and meet deadlines (E)
- Ability to work independently using own initiative and judgement, as well as in close co-operation with others (E)
- Computer literate (E)
- Willingness to work outdoors in all weathers throughout the year and to work
- Hold a full driving licence (E)
- Current First aid certificate (D)

Personal qualities

- Flexible and positive outlook with a solution-led focus.
- Enthusiasm and self-motivation
- Self-discipline
- Tact, diplomacy and integrity

Committed to our values:

- Passion – we behave with belief and passion for the cause, recognising the urgency we face.
- Inspiration – we recognise our role in enabling, empowering, and inspiring all people to take action for nature.
- Innovation – we know that to achieve change we must use our initiative, push boundaries, and challenge ourselves to improve our knowledge and understanding.