

Job description

Job title: Beaver Field Officer

Team: Nature's Recovery

Working base: 17 Great George Street, Bristol, BS1 5QT & Folly Farm, Stowey, Pensford, Bristol BS39 4DW

Responsible to: Nature and Climate Manager

Responsible for: Volunteers and Trainees (where appropriate)

Overall purpose of job

To support the work of our Beaver Advice and Support team (Bristol Avon & Somerset Frome) and the wider strategic Beaver Advisory Group by collecting, analysing and presenting high quality data on the wild beaver populations living across our river catchments. To deliver on-the-ground support and advice to landowners, farmers and communities living and working alongside beavers, resulting in improved knowledge, support and acceptance of beavers at a local, grassroots level.

Main responsibilities

- Providing land management advice and support for landowner/farmers living alongside wild beaver populations, including the creation of beaver management plans
- Facilitation of data collection, input and management through GIS, and helping to steer project focus areas through modelling of potential opportunity/limitation zones
- Support the delivery of training workshops and community engagement events, educating and upskilling those living alongside wild beaver populations on the positive impacts of beaver-engineered landscapes, and addressing common concerns.

Job specification

Management and Supervision

- Supervision of volunteers and placements/trainees may be required. You will be responsible for the health and safety of those working in the field

Accountability and Resources

- Management of agreed elements of project budget
- Responsible for planning and delivering effective training content and resources, covering a range of beaver ecology and management information, to a wide range of stakeholders
- Responsible for providing accurate and accessible advice, enabling stakeholders to coexist with wild beavers whilst mitigating potential conflicts
- Responsible for mapping, monitoring and managing data to assess the dispersal of beavers across the catchment and their impacts and influences on the landscape

Job Impact

- To support for those living alongside wild beavers with on-the-ground support to enable a healthy, thriving population, and building on evidence to demonstrate the need for this work to continue.
- Using GIS mapping and modelling this role informs and directs what support is required and which areas to target according to the risk and need.

Independence and Judgement

- Ability to exercise judgement in a variety of work activities and contexts and with a wide range of stakeholders, including landowners and farmers, who may hold a wide range of views.
- Diplomacy and tact, and an ability to work independently

People and Contacts

- Frequent liaison with a range of stakeholders internally and externally including farmers, landowners and community groups.
- Ability to speak to groups of people to convey complex and sometimes controversial messages and often acting as 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 development of wildlife conservation work.

Working conditions

- Frequent work at a range of outdoor locations across the Bristol Avon Catchment area including some regional travel in parts of Wiltshire and Somerset
- You will be required to work from other AWT hubs as necessary
- Occasional evening and weekend work for events and emergency beaver support as necessary (TOIL awarded)
- Optional home working by prior agreement with your line manager
- You will not be required to work outside of the UK.

Person specification

E = essential criteria. D = desirable criteria

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

Competence, knowledge and skills

- A sound understanding and knowledge of beaver ecology, habitat management and legal protections (E)
- Wider understanding of UK Conservation framework, environmental issues and legislation (D)
- Hold current Beaver CL51 or CL50 Licenses (D)
- A working knowledge of Agri-Environment Schemes and farming practices (E)
- Knowledge of alternative funding mechanisms to support land management, such as Biodiversity Net Gain (BNG) and Nature Based Solutions (NBS) (D)
- Awareness of climate change and landscape resilience issues (D)
- Excellent presentation skills (both written and verbal) and the ability to communicate effectively with a wide range of people (E)
- Ability to motivate a wide range of people and negotiate positive outcomes (E)
- Ability to work to tight timescales and meet deadlines (E)
- Ability to work independently using own initiative and judgement, as well as in close co-operation with others (E)
- Hold a full driving licence (E)
- Current First aid certificate (D)
- Willingness to work outdoors in all weathers throughout the year and to work weekends/evenings as appropriate (E)

Experience

- Experience in providing practical management advice based on data evidence (E)
- Experience of writing nature conservation management plans and reports (D)
- Experience of delivering training events aimed at a wide variety of audiences (D)
- Experience of community engagement including outreach and citizen science events (D)
- An intermediate level of proven experience of survey work (E)
- Experience of managing, analysing, presenting and interpreting data confidently, including geospatial data (E), with some experience writing basic code, or an aptitude to learn (D)
- An intermediate level of proven experience in GIS (preferably ArcGIS) including implementing and using GIS field applications (E)
- A basic level of proven experience of using water modelling software e.g. SCALGO (D)

Personal qualities

- Flexible and positive outlook with a solution-led focus (E)
- Enthusiasm, initiative and self-motivation (E)
- Self-discipline (E)
- Tact, diplomacy and integrity (E)
- Comfortable working both independently and as part of a team (E)

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