

## Job description

**Job title:** Peatland Monitoring Officer

**Team:** Nature's Recovery

**Responsible to:** Nature and Climate Manager

**Responsible for:** Consultants and volunteers (where appropriate)

**Working base:**

Site based work across the North Somerset Levels and Moors

Office based work; 17 Great George Street, Bristol, BS1 5QT & Folly Farm, Stowey, Pensford, Bristol BS39 4DW

### Overall purpose of job

To work in one of the country's most important areas of lowland peatland, helping these wetlands become climate resilient and rewetting areas to reduce carbon emissions.

Working within the Moor Futures project team, using your surveying and monitoring skills to gather baseline data. This will inform the design of plans to rewet and restore lowland agricultural peatland habitat, halting peat loss and reducing carbon emissions.

### Main responsibilities

- Working with the Reserves managers and in-house experts to develop and implement baseline monitoring activities across the project areas.
- Co-ordinating in-house delivery and external contracting of a range of surveys including; supporting survey design, leading on writing briefs, coordinating consultant appointment and overseeing a range of surveys such as; water table, peat depth, water quality, vegetation and bats.
- Frequent liaison with local farmers and landowners to coordinate access to land to facilitate data collection and surveys.
- Support project development through data collection, input and management using ArcGIS.
- Provide reports on findings to support adaptive water management scheme co-design workshops, collaborating with experts from multiple disciplines.
- Building strong working relationships with key stakeholders, including landowners and farmers directly involved in the project through Moor Association meetings and 1:1 engagement.
- Supporting community engagement activities (communications, events, walks, talks) to communicate the aims and objectives of the Moor Futures projects to local people.
- Supporting the Moor Futures Consortium Partners with monitoring tasks where required, and acting as a key point of contact within the project team.

- Contribute to the Somerset Peat Partnership with updates and findings where relevant.
- Developing a monitoring plan for post-discovery (implementation) phase
- Undertake a wide range of complex, technical and professional tasks in differing situations, with a degree of personal responsibility and autonomy. It is important to be able to work both alone and as a member of the team.

## Job specification

### Management and Supervision

- Supervision of volunteers may be required.
- Using the tender and contract process, you will ensure consultants follow Health and Safety best practice when working in the field.

### Accountability and Resources

- Management of agreed elements of project budgets.
- With support from project team and in-house experts, you will develop and implement baseline monitoring activities including conducting infield data collection where required.
- With support from project team and in-house experts, you will co-ordinate the procurement and management of external contractors to undertake a range of surveys.
- Responsible for reporting key findings from the monitoring activities to project partners at key intervals.
- With input from the project team and in-house experts you will develop a monitoring plan for implementation phase of the project.

### Job Impact

- To gather and establish sound baseline data to inform project design and implementation.
- To provide ecological and hydrological expertise which supports the wider project team to achieve project goals.

### 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 and as a member of a team.

## People and Contacts

- Frequent liaison with a range of stakeholders internally and externally including consultants, farmers and landowners, public bodies (Local Authorities) and Statutory Agencies (NE, EA, IDB).
- Ability to speak to groups of people to convey complex and sometimes highly-emotive messages and sometimes act as an advocate for Avon Wildlife Trust.

## Creativity and Innovation

- Highly organised and self-motivated, working to agreed plans and targets.
- Ability to react and respond to unexpected non-routine situations.
- Opportunity to influence and input creatively to the development of the project and the plans for rewetting areas of peatland.

## Working conditions

- Frequent work at a range of outdoor locations across the North Somerset Levels and Moors
- You will be required to work from other Avon Wildlife Trust hubs as necessary
- Occasional/regular evening and weekend work for meetings and events (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 satisfactory DBS (Disclosure and Barring Service) check if applicable, and we will require two workplace references.

## Experience

- Minimum of two years' direct experience of carrying out survey work on peatlands and/or wetland habitats (E) (ideally lowland peatlands (D))
- Proven experience of managing, analysing, interpreting and presenting data confidently, including geospatial data within a professional setting (E)
- Experience of working with procurement processes to contract-out key services (E)
- Experience of managing external consultants to deliver agreed services on time and in budget (E)
- Experience of producing coherent, professional reports using data gathered through a range of techniques (E)
- Experience of community engagement including outreach to a wide range of stakeholders, and citizen science events (D)

## Competence, knowledge and skills

- A sound understanding of UK peatland habitats and processes (E)
- A sound understanding of the links between peatlands and climate change (E)
- Knowledge and experience in ecological surveying and hydrological monitoring of peatlands and/or wetlands (E) (ideally lowland peat (D))
- An intermediate level of proven experience in GIS (preferably ArcGIS) including implementing and using GIS field applications (E)
- Wider understanding of UK Conservation framework, environmental issues and legislation (D)
- Knowledge of alternative funding mechanisms to support land management, such as Countryside Stewardship Higher Tier, Peatland Code or Wilder Carbon Code, and/or Biodiversity Net Gain (BNG) (D)
- Excellent presentation skills (both written and verbal) and the ability to communicate effectively with a wide range of people (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) access to a vehicle (D)
- Current First Aid certificate (D)

## Personal qualities

- Flexible and positive outlook with a solution-led focus (E)
- Organised, adaptable and self-disciplined (E)
- Tact, diplomacy and integrity (E)
- Comfortable working both independently and as part of a team (E)
- Willingness to work outdoors in all weathers throughout the year and to work weekends/evenings as appropriate (E)
- An interest in wildlife and nature conservation and supportive of the aims of The Wildlife Trusts (D)
- Supportive of the Avon Wildlife Trust values (E)

## Our values:

- **We're determined** – nature is facing huge challenges, but we have the skills, tenacity and experience to help it recover and thrive
- **We get things done** - Nature's recovery takes bold and decisive action. Our ability to work locally and at a landscape scale enables us to make an immediate and effective impact.
- **We're collaborative** - Nature connects us all. We work to bring like-minded people together, co-creating solutions that help nature and people flourish