



Job Description

Job Title:	Reserves Officer (Great Fen – Peatland Progress)
Location:	Corney's Barn, Holme Road, Holme, Cambridgeshire, PE26 2SU
Accountable to:	Senior Reserves Officer (Great Fen)
Salary:	£26,718 per annum
Hours:	37.5 hours per week (Full time)
Transport:	You will be required to provide your own car (with the relevant insurance), but will be reimbursed for business-related mileage (currently 45p per mile for cars over 1000cc)

Employment subject to:

- 6 month probationary period;
- evidence of right to work in the UK

Living Landscapes

This Trust was the first to promote the concept of Living Landscapes: large-scale conservation schemes which aim to ensure that wildlife can thrive alongside the human population across an entire landscape. Our conservation activity is increasingly focused on these Living Landscapes, including the first to be established - the Great Fen in Huntingdonshire – as well as the Ouse Valley, the Nene Valley and the North Chilterns Chalk.

The Great Fen

The Great Fen is a visionary, nationally significant initiative to restore 3,000 hectares of fenland linking two existing National Nature Reserves, Woodwalton Fen and Holme Fen, thus creating a Living Landscape for people and wildlife.

Led by the Wildlife Trust for Bedfordshire, Cambridgeshire, Northamptonshire and involving four other key project partners, Environment Agency, Huntingdonshire District Council, The Middle Level Commissioners and Natural England, the project aims to deliver environmental, social, and economic benefits.

Please visit <https://www.greatfen.org.uk/> for further information.

The Great Fen team is made up of a multidisciplinary group of staff covering practical conservation and restoration, monitoring and research, education and community engagement.

The Great Fen Restoration Team are responsible for delivering the conservation and restoration objectives of the Great Fen, including its long-term management. Part of the work of this team is to understand the development of new and restored habitats in order to inform future ecological management.

The Peatland Progress project is funded by the National Lottery Fund's Heritage Horizons Programme.

Reserves Officer (Great Fen)

Main purpose

The Reserves Officer will report to the Senior Reserves Officer and assist delivering the conservation and restoration objectives of the Great Fen, including its long-term management, through practical work, volunteer tasks, management reporting and monitoring. The post holder will work with the Great Fen team and other staff to complete practical work and support the wider aims of the Great Fen. There may also be an occasional need to work across our nature reserve network in Cambridgeshire, Bedfordshire and Northamptonshire.

Main Objectives
<p>To assist the Senior Reserves Officer, working alongside other reserves staff and key volunteers, in the restoration of land, including its ongoing conservation management within the Great Fen, in accordance with restoration and management plans, and H&S guidelines. Including:</p> <ul style="list-style-type: none"> • Conducting general estate and habitat management including checking restoration progress e.g. hydrological works, reed management, mowing, tree assessments, thinning/felling works, installing, maintaining access paths and tools maintenance etc. • Lead on management of controlling weed burden across the wider site, ensuring accurate records are maintained and seek introduction of alternative methods. Arrange and oversee contractors' delivery of agreed control methods as directed by the Senior Reserves Officer. • Conduct management activities by tractor-based implements e.g. flail mowing and spraying • Arrange and supervise other contracted and purchasing works such as infrastructure repairs or tree works, ensuring completion with agreed timeframes. • Assist with organising and coordinating the delivery of grazing via management of external graziers and owned livestock.
Key Responsibilities
Reserves Management and monitoring
<ul style="list-style-type: none"> • Work with the Senior Reserves Officer and other staff to deliver reserve management in line with agreed restoration and management plans and report on progress to all stakeholders at appropriate intervals
<ul style="list-style-type: none"> • Assist with management plan preparation, revision and reporting, supporting senior reserves staff, and ensure that management is reported to Trust systems.
<ul style="list-style-type: none"> • Help senior staff prepare applications for, and compliance with, Government grants and other externally funded projects, including assisting with publicity events and reporting.
<ul style="list-style-type: none"> • Organise and supervise contractors working on behalf of the Trust.
<ul style="list-style-type: none"> • Ensure restoration work is undertaken consistent with policies, delegated authority and other procedures.
<ul style="list-style-type: none"> • Work closely with the Monitoring and Research Officer to gain feedback into management outcomes and land restoration habitat and species outcomes, including presence and location of any protected and notable species.

<ul style="list-style-type: none"> Assist with the development of the monitoring and survey programme and, where required, undertake monitoring and survey activity directly, including support for condition monitoring and associated conservation management responses.
<ul style="list-style-type: none"> Support the Great Fen Project Management Team in meeting the Trust's legal obligations, related to land management and any other legal matters that may arise in relation to the Trust's Land Terrier.
<ul style="list-style-type: none"> Work closely with the wider Cambridgeshire Reserves Team promoting cross team working and the integration of the Great Fen as part of the wider Cambridgeshire nature reserve network.
<ul style="list-style-type: none"> Support other conservation staff, and those from other departments, to integrate the work on Trust nature reserves with other cross county strategic programmes such as Living Landscapes, education/community and supporter development.
Staff and volunteers
<ul style="list-style-type: none"> Lead volunteer and corporate work parties as required. Work with individual volunteers, volunteer groups to maximise their contributions and, where required, organise and mentor Volunteer Officers, ensuring they receive support and appropriate training.
Partnership and stakeholders
<ul style="list-style-type: none"> Build good communications and working relationships with Great Fen stakeholders e.g. tenants, graziers, statutory/regulatory bodies, contractors, partner organisations, residents and the local community.
<ul style="list-style-type: none"> Attend external meetings as appropriate, give presentations and help with events such as conferences and the AGM as required.
<ul style="list-style-type: none"> Help recruit new members and supporters in the course of your daily activities and by assisting those with direct recruitment responsibilities.
Community engagement
<ul style="list-style-type: none"> Contribute to and help deliver talks, workshops, training, to support member stewardship and public awareness; to aid skills development and knowledge exchange to a wide audience both internally and externally.
<ul style="list-style-type: none"> Work with the teams providing public and member engagement opportunities to help engage and inform the wider public and Trust members in the Trust's practical conservation, ecology and monitoring work.
Communication and promotion
<ul style="list-style-type: none"> Support senior reserves staff in working with other Trust staff to produce detailed interpretation materials for nature reserves in Cambridgeshire following the Trust's interpretation and signage standards, including on-site information, printed materials, and web-based or modern interactive media materials.
<ul style="list-style-type: none"> Produce articles and reports of reserves work for publications such as e-news, volunteer newsletters and Local Wildlife and assist with other communication activities including the Trust website.
<ul style="list-style-type: none"> Present a positive and welcoming image of the Trust to everyone.
Finances & funding
<ul style="list-style-type: none"> Support the development of funding bids and opportunities for income generation as appropriate to the role
Health and Safety
<ul style="list-style-type: none"> Carry out an annual review of site and activity risk assessments and ensure all work by staff, volunteers and contractors is carried out in a safe manner, in accordance with Health & Safety policies and legislation.
<ul style="list-style-type: none"> Ensure that land and buildings are maintained and managed in accordance with H&S policies so that they do not pose undue hazards to staff, volunteers, general public, contractors or animals.

<ul style="list-style-type: none"> • Produce risk assessments, operating procedures and any additional H&S requirements as required
<ul style="list-style-type: none"> • Complete maintenance works and records for tools and machinery and be responsible for their safe use. This includes maintaining workplace conditions such as the office, storage facilities and workshops, keeping them in a clean and safe condition.
<ul style="list-style-type: none"> • Keep tools and machinery inventory up to date and ensure that tools and PPE are replaced when necessary.
<ul style="list-style-type: none"> • Where delegated take responsibility for vehicle checks and servicing in agreement with the Senior Reserves Officer.
<ul style="list-style-type: none"> • Ensure skills and qualifications for carrying out practical work are up to date and at the required level.
Other duties
<ul style="list-style-type: none"> • Contribute to general Trust working and any other duties as directed by line managers.
<ul style="list-style-type: none"> • Undertake training as the need arises.
<ul style="list-style-type: none"> • Go about duties in a resource-efficient way and minimise impacts to the environment.
<ul style="list-style-type: none"> • Actively follow Trust policies including Equal Opportunities policies
<ul style="list-style-type: none"> • Maintain an awareness and observation of Fire and Health & Safety Regulations.

Notes:

1. As duties and responsibilities change, this job description will be reviewed and amended in consultation with the post-holder.
2. This job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The job description is not intended to be an inflexible or infinite list of tasks and may be varied from time to time after consultation / discussion with the post holder.
3. This job description does not form part of the contract of employment.

Member recruitment provides the Trust with our largest source of regular income. Members are essential for us to deliver our vision to protect and preserve our wild spaces so that wildlife can thrive and we all have wild spaces to enjoy. Although we have a great recruitment team...we need you! Everyone working at the Trust can help. You may be the first person from the Wildlife Trust that a potential supporter speaks to. Every member of staff should take pride in the work we do and be our voice, promoting the importance of being a member of our Trust and recruiting new members wherever they can.

Reserves Officer (Great Fen) - Person Specification

E= Essential; D=Desirable

Requirements		
Experience and Qualifications	To hold a degree, vocational or equivalent qualification or experience in a relevant discipline	E
	Hold a current driving licence and be able to use own vehicle for work purposes on occasion	E
	Experience in practical management of nature reserves or similar green spaces	E
	Experience of grazing management and stock handling	D
	Experience of managing or restoring wetland and/or peatland habitats	D
	Experience with management planning and mapping software	D
Knowledge	Understand the principles of ecology and the practices of nature conservation	E
	Understand the Health and Safety issues related to working on sites, livestock, site visits and lone working	E
	Good general knowledge of British natural history, preferably with a particular expertise in at least one field	D
Skills and Abilities	Have the physical capability and aptitude to undertake the practical training and certifications required in this role (see below)	
	Training/Certifications:	
	Chainsaw use (small tree & maintenance minimum)	E
	Brushcutter/trimmer	E
	Off-road driving	E
	Pesticide use	E
	First Aid at Work	E
	Trailer Towing	E
	Tractor & associated implements	D
	Power boat ticket	D
	ATV – Quad bike	D
	Clearing saw	D
	Forestry Machinery Operation	D
	Computer literate, including skills with Microsoft applications especially Excel and Word.	E
	Good interpersonal and communication skills: ability to engage a range of stakeholders at all levels, volunteers, members, and external organisations.	E
	Great organisational skills, prioritising and managing time and resources effectively on a daily basis	E
Behaviours	Demonstrable evidence of openness to change, flexibility and a willingness to learn new ways of doing things	E
	Demonstrable experience of identifying, understanding and giving priority to delivering the needs of the customer and taking responsibility for providing a service that meets customers' needs.	E

	Demonstrable ability to work flexibly within a team environment and to work across functions to deliver successful outcomes, and in contributing to environments that demonstrate equality, foster trust, respect, and challenge.	E
	Willingness to share ideas, experience, and knowledge with colleagues and others.	E

Terms and conditions: Summary for candidates

The following terms and conditions are typically offered to The Wildlife Trust BCN staff on fixed-term or permanent contracts, and are set out here for your information only. Terms and conditions may vary according to circumstances and this summary does not form part of any subsequent employment contract.

Probationary period: Six months with a review at three months. During the probation period the contract may be terminated with one week’s notice.

Annual leave: 25 days annual leave and 8 bank holidays per annum (pro rata for part time staff and those working less than a year). For those staff whose normal working days fall on the days of the week that fall between 25th December and 1st January (i.e. the three non-public holiday days) when the Trust offices are closed, three additional days of paid leave are granted. These are non-pro rata and must be taken between 25th December and 1st January.

Pension: Contributory pension. The Trust contributes 8% salary. The employee will be automatically enrolled after 3 months.

Other Information: Occasional weekend and evening working may be required, for which time off in lieu can be taken.

Equality and Diversity We’re wild about inclusion and want our staff to be as diverse as wildlife. As an inclusive employer we recognise that our workforce needs to better reflect the communities in which we live and work. We actively encourage applications from people of all backgrounds, identities and cultures. We believe that a diverse workforce will help us create our vision of ‘people close to nature, with land and seas rich in wildlife.’

As a Conservation Charity, the Trust is committed to the ethical and sustainable sourcing of all materials used by our charity, and to ensuring we support any initiatives which improve sustainability for the benefit of us all. We are also fully committed to significantly reducing our carbon emissions. We would like to be sure that all of our colleagues and team members are equally committed in their support of these values, and practice the highest standards both at work and at home.

About The Wildlife Trust BCN

The Wildlife Trust for Bedfordshire, Cambridgeshire and Northamptonshire is a registered charity (and a company limited by guarantee), whose mission is to:

- conserve local wildlife, by caring for land ourselves and with others;
- inspire others to take action for wildlife; and
- inform people, by offering advice and sharing knowledge.

We are among the largest and most effective of 46 Wildlife Trusts across Britain and we are a major contributor to the nationwide work of the Royal Society of Wildlife Trusts. We currently manage over 100 nature reserves, covering almost 4,500 hectares, and two education centres. Our work also includes the acquisition and application of information about biodiversity. The Trust's turnover in 2022-23 was over £10 million and its capital assets more than £28 million, of which over half (£18 million) is classified as heritage assets. This Trust was the first to promote the concept of Living Landscapes: large-scale conservation schemes which aim to ensure that wildlife can thrive alongside the human population across an entire landscape. Our conservation activity is increasingly focused on these Living Landscapes, including the first to be established - the Great Fen in Huntingdonshire – as well as the Ouse Valley, the Nene Valley and the North Chilterns Chalk.

The Trust's annual report and accounts are posted on our website:

<http://www.wildlifebcn.org/annualreview>

The work of the Trust is guided by the 2020 - 2025 five-year vision which can be found at:

: <https://www.wildlifebcn.org/next-five-years>. To achieve the targets within this plan, the Trust is managed and directed by an Executive Board of CEO and three Directors.

The Trust evolved from a group of committed volunteers, and volunteering is still central to its ethos, with over 1200 regular volunteers. The working culture of the Trust encourages a professional approach, with a commitment and enthusiasm for nature and its conservation. Mutual respect and teamwork are highly prized among both staff and volunteers. In all its dealings the Trust tries to be fair but firm and in all its activities it aims to be environmentally responsible. Systems, processes and bureaucracy are kept to the necessary minimum for effective performance.

The Chief Executive reports to the Trust's Council of 17 Trustees, who are elected annually from the membership (presently standing at over 37,000). Council and its two Committees (Conservation, Education & Community; and Resources) each meet quarterly. There are 137 staff members (113 fulltime equivalents), with main offices in Bedford, Great Cambourne, and Northampton, and over 1,000 active volunteers. The Executive Board comprised Chief Executive, Resources Director, Conservation Director, Business Director and Engagement Director. Reporting to the Executive Board is a team of senior managers