



The Wildlife Trust for  
**Lancashire  
Manchester &  
North Merseyside**



*Recruitment Pack*  
*2024*

# About Us

We're one of 47 Wildlife Trusts spread across the UK, the Isle of Man and Alderney.

**The Wildlife Trust for Lancashire, Manchester and North Merseyside (LWT) was founded in 1962 by people who knew they needed to take action for nature.**

Since then we have grown to be the largest nature conservation body in the area. We are uniquely positioned to lead change in our region, working at a grass roots, local level, whilst also being part of a strong cohesive national movement.

We work to protect wild spaces, and re-introduce key species and habitats, protecting the biodiversity of our area so that nature can recover.

We work in partnership with other organisations, community groups, landowners and key decision-makers to inspire them to work with and for nature.

## At LWT we believe that:

- Wildlife has intrinsic value, bringing colour, beauty and wonder to all our lives.
- The natural environment is under immense and growing threat, where we live and across the World.
- We are part of the natural world, and wildlife is relevant to every part of our lives; everything we do has an impact on it, and the natural environment affects our health, our wealth and our state of mind.
- Everyone can make a positive contribution to wildlife and can benefit from it.

## Our mission is to:

- Enable wildlife's recovery in our area by working in partnership with others to conserve, restore, create and connect habitats and to increase species abundance; and
- Connect people with nature and help them to take action for wildlife, wherever they are.

## Our vision

is that nature is recovering on a grand scale across Lancashire, Manchester and North Merseyside, and in our sea, and that everyone is able to enjoy our increasingly abundant wildlife.

## Strategic Goals & Ambition by 2030

1. Nature is in recovery with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive  
**30% of land and sea is in recovery**
2. People are better connected to nature in their lives and more are taking purposeful action for wildlife  
**1 in 4 people are taking action for nature**
3. We have the financial and human resources, systems and skills that we need to improve our impact for nature's recovery  
**LWT will be bigger, better and more joined up**

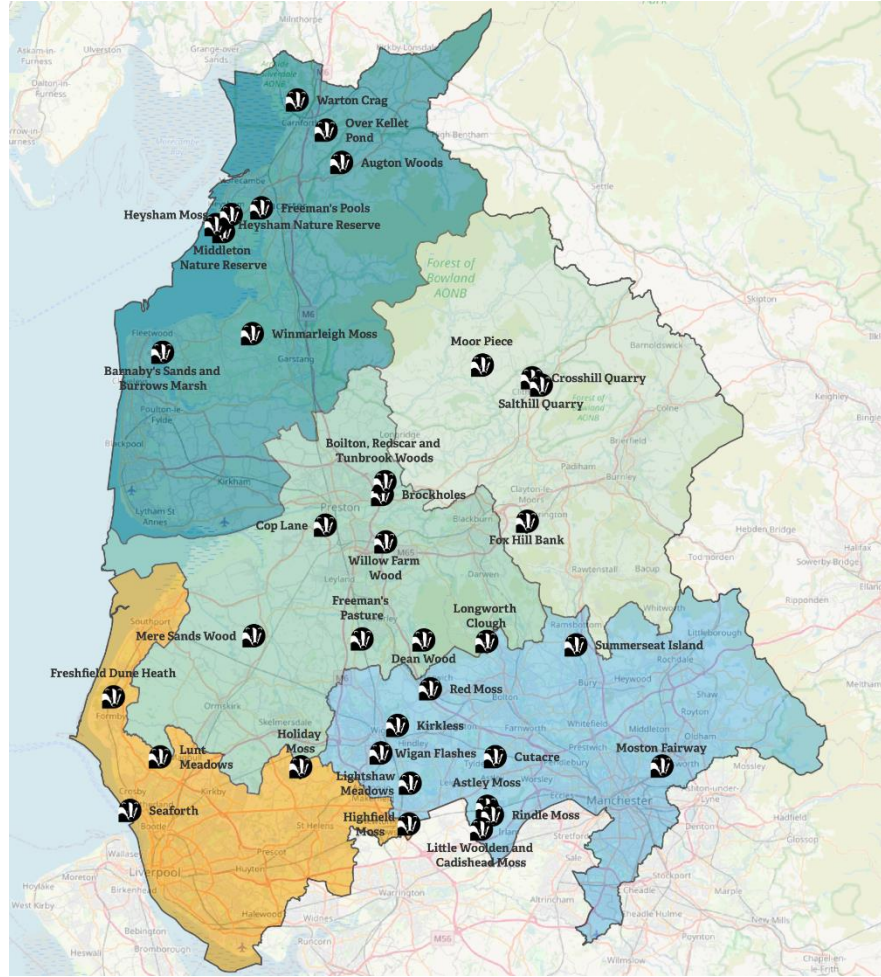


# Our Reserves

We have saved many special places, acquiring and managing many of them as nature reserves—we look after 50 sites (including 42 of our own nature reserves), and a total of around 1,300 hectares of habitat, creating a network where people and wildlife can thrive, on your doorstep.

We believe that limited mobility shouldn't mean missing out on wildlife. Many of our reserves have accessible paths and boardwalks, disabled facilities and accessible bird hides, so you can fully immerse yourself in the great outdoors and discover the wonderful wildlife that lives on your doorstep.

***We also have 6 offices based across Greater Manchester, North Merseyside, West Lancashire, East Lancashire and North Lancashire. Our Head Office is based on the outskirts of Preston.***



## Our Wildlife

**- OUR DOORSTEP-**



*We are working across the region to make a difference to our local wildlife, for everyone to enjoy*

Red squirrel by Mark Hamblin

## Our Impact

Our education team and project officers engage **more than 20,000 children** in wildlife-related activities

On average **every 10 miles** you travel in the region means you will pass a Wildlife Trust project

More than **28,000 members** support the Wildlife Trust in the region and 800,000 across the UK

More than **5,000 people** a year take part in walks and other events on our reserves

We have over **1,200 dedicated volunteers** supporting us on a regular basis, with their time, skills and experience - adding to the 750,000 volunteering across the UK

Our reserves cover more than **1,300 hectares** across the region

We own or manage **42 nature reserves** in the region

# Our Work

The Trust works across Lancashire, Manchester and North Merseyside to create a strong network where nature can thrive and people can benefit.

Our **core conservation** work includes land management, advocacy for the natural world with key decision-makers, species re-introduction, protecting threatened species, restoring threatened peatlands and collecting essential scientific data. We do this on land and at sea to secure a brighter future for both wildlife and wild places across our region.

Wildlife has a magical power to connect people from all walks of life and give local communities a sense of ownership. We are dedicated to opening up the natural world to absolutely everyone, improving peoples' health and wellbeing and helping locals forge new connections through a number of fantastic **community projects**. We work all over our area with schools, colleges and community groups, running inspiring sessions covering everything from Forest School and orienteering to Wild Family and Nature Tots sessions. We also work in schools, delivering **environmental education** and helping improve school grounds. Our education team are leaders within the Wildlife Trust movement.

We are also leaders in delivering natural wellbeing. We believe that wildlife and nature have the power to instil confidence, heal the mind and help people meet their potential, which is why we champion a number of **ecotherapy-based projects** for both children and adults and the positive impacts to date have been phenomenal.

Find out more at [www.lancswt.org.uk/our-work/our-projects](http://www.lancswt.org.uk/our-work/our-projects)



# Strategic Plan

We will continue to work across Lancashire, Manchester and North Merseyside to deliver positive benefits for both people and wildlife. Our plan builds on the Trusts past successes and recognises how we need to evolve to meet the challenges ahead and remain a relevant, effective organisation.

**In all we do to achieve our strategic goals, we strive to:**

## **Champion** wildlife rich landscapes

We will use our 50 years of expertise to lead the way for nature conservation locally and work within The Wildlife Trusts movement to make a national impact. We will base our plans on sound knowledge and evidence.

## **Defend** wildlife and wild places

We will stand up for the environment and protect wild spaces, enhancing them for both people and wildlife. We will encourage biodiversity, and work with land owners and other organisations in partnership, to create a network of habitats across our region where people and wildlife can thrive.

## **Inspire** people to take action for their local wildlife

We will inspire people to enjoy and protect the wildlife and wild spaces on their doorstep. We will help people learn how to live more sustainably, and demonstrate the benefits of nature to their health and wellbeing. We will engage people of all ages, from all communities to take action for wildlife and we will foster the environmental leaders of the future.

## Base our work on sound **evidence**

We will use evidence from sound science and research to further ecological understanding and demonstrate the needs, benefits and outcomes of nature conservation. We will use this evidence to focus our efforts on the areas most in need of protecting and champion those species that need a helping hand.

# Our Future

## **- OUR WILDLIFE -**

*We can't make a difference if we do nothing. Now is the time to stand together for nature and take action for our local wildlife.*



# Our Culture

We are committed to protecting wildlife, restoring biodiversity and connecting people with the natural world in Lancashire, Manchester and North Merseyside. This commitment brings tenacity in dealing with challenges and huge personal satisfaction from successful projects.

We encourage a creative atmosphere where new ideas can flourish. People who thrive in our organisation enjoy a role where they take on a high level of personal responsibility for achieving outstanding results whilst building strong relationships both internally and externally.

We promote a culture where our staff, trustees and volunteers are Wild About Inclusion, where difference is celebrated, everyone can be themselves, feel respected and able to contribute to their full potential.

## What does an LWT team member look like?

### Integrity

- Acting in the best interest of the Trust and honouring our scientific foundations in all our activities. An honest and respectful approach to the core objectives of the charity, and the wishes of our members and funders.

### Team Player

- A friendly, family atmosphere. Everyone is treated with the same level of respect and courtesy. The Chief Executive will often stop for a chat, and full staff meetings provide the chance to get to know others. We are one big team, and our staff are always ready to roll up their sleeves and help where it's most needed, regardless of their job role.

### Passion

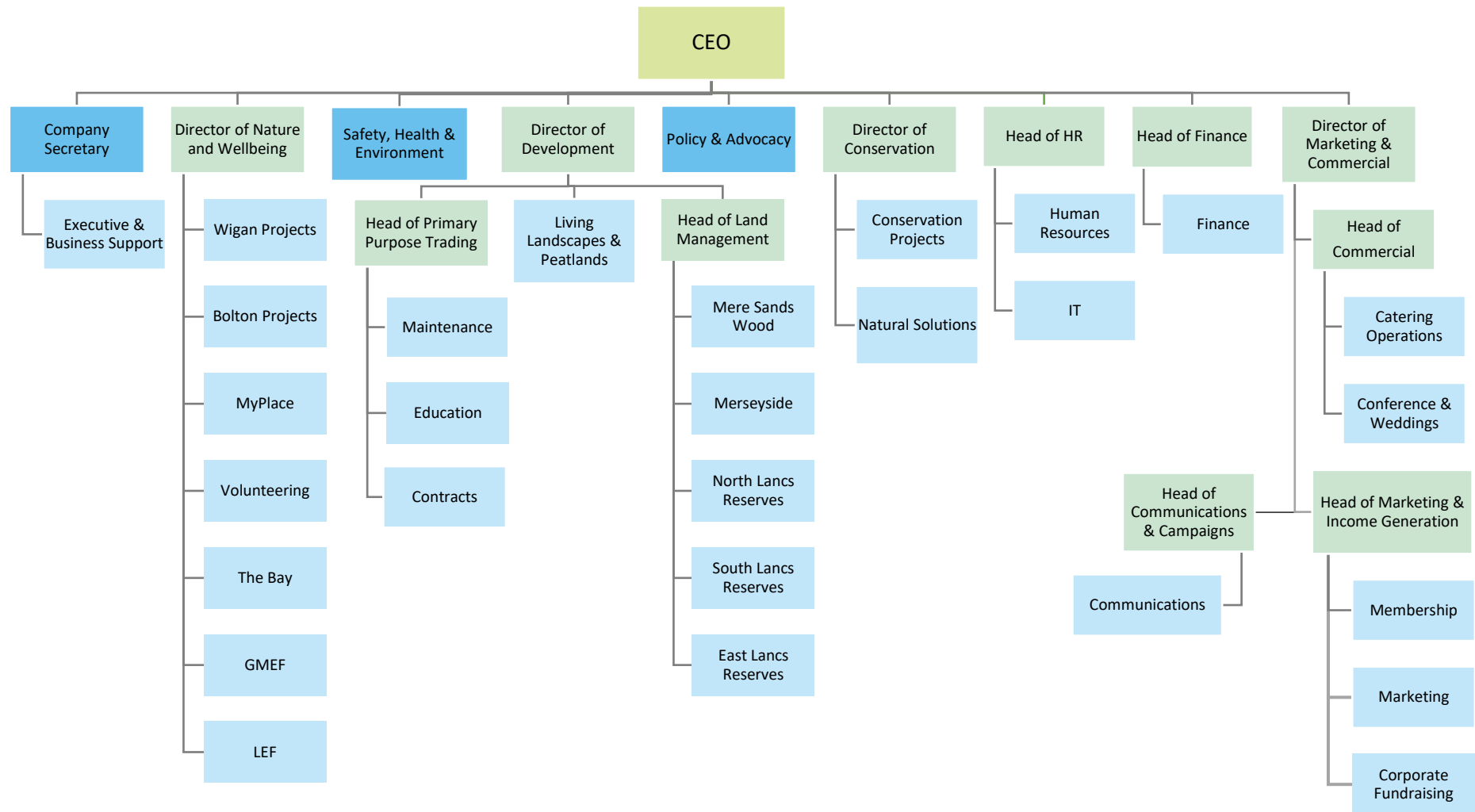
- Passion is at the very heart of every LWT team member. With a love of wildlife, a passion for helping make a difference, or a will to help and inspire others. From our staff to volunteers and our members, we have passion by the bucket load!

### Personal Responsibility

- Our staff are flexible in the way they work and adaptable to change. They provide exceptional customer service, whether it be to a funder, member, volunteer or member of the public. Our staff take responsibility to put things right when there's a problem, and always help other team members. Our staff are committed, honest and take initiative to drive the best interests of the charity.



# Lancashire Wildlife Trust Organisation Chart



# About the project

This is a key role hosted within The Lancashire Wildlife Trust on behalf of the Northern Wildlife Trusts and the Nature North partnership team [Home - Nature North](#). Funded for a 12 month period by Esmee Fairbairn Foundation, you will be developing the *Green Northern Connections* Investable Proposition. You will work with a wide range of stakeholders, especially with landowners and with environmental and linear infrastructure organisations across the region, to facilitate the development of a pipeline of projects and opportunities that improve ecological connectivity for key species/habitats, unlocking nature-based solutions to linear infrastructure resilience, and help to ensure that linear infrastructure assets like railway and road verges, energy installations and active travel corridors are nature positive.

Nature North is a unique collaboration between organisations in the North of England and is still the only regional partnership working at this level. We have come together to drive climate resilience, transformational landscape-scale nature recovery and green growth. Our vision is for a thriving environment across Northern England, with nature acknowledged by policymakers, the public and businesses as key to the prosperity, wellbeing and resilience of communities in the North. This work is anchored in a suite of seven “Investable Propositions” that are identifying how to blend public sector, philanthropic and private income streams that can drive nature recovery across a variety of habitats that include peatlands (Great North Bog), woodlands (Northern Forest) and urban greenspace (Urban Nature North).

The scale of nature’s decline in the UK cannot be addressed by our existing fragmented collection of nature reserve and protected sites. There is an urgent need to improve ecological connectivity if we are going to achieve the vision of a Nature Recovery Network that enables the resilience of natural wildlife populations and their movement between sites in a rapidly changing climate. Yet we do also have a well-established and interconnected road, rail and active travel network, a national energy grid, and water and gas pipelines all providing critical connections between people, supplies and services: reaching into every community, deep into our cities and right across our countryside. Nature North’s *Green Northern Connections* proposition is looking at how we can green this major infrastructure in a way that works better for both nature and people: creating opportunities for improved nature connectivity at landscape scale, more greenspace that can benefit our health and wellbeing; but also using nature-based solutions on (and adjacent to) infrastructural land that build greater climate change resilience into linear infrastructure assets, and which mitigate and enhance their impacts on areas such as noise, air and water quality.

The officer’s day-to-day duties will include engaging with key stakeholders, providing ecological/land management advice, and developing a project pipeline. You will be working with staff from the Nature North core team including the GIS Data Officer, NN partners and Co-ordinating group members to compile existing data, map opportunities and strategically assess priorities for where better management of land/practical interventions could best deliver ecological connectivity (the target habitats and species will be refined during the project), and where nature based solutions could provide resilience improvements for networks in the areas of most need. You will work to identify funding pots or mechanisms that help to take the proposition through to delivery in its subsequent phase both on and adjacent to network providers’ owned land. You will have some small funds to distribute to other partner organisations to support them with more detailed opportunity mapping and project development at a number of specific and prioritized case study locations across the North.

Members of the current coordinating group include representatives from: National Highways, Network Rail, Sustrans, Canal and Rivers Trust, Transport for the North, National Grid, Electricity North West, Cadent, the Water industry, the Community Forests, The Wildlife Trusts, private land-owners, Local Nature Partnerships, and Natural England.



# About you

**We are looking for an individual who:**

- Is passionate about promoting and building strong collaborative relationships with partners and stakeholders from inside and outside the traditional eNGO conservation sector, enabling linear infrastructure routes to work better as ecological corridors and to become more resilient in the face of changing climate.
- Has a good understanding of 'nature based solutions' funding such as natural flood management, carbon sequestration and Biodiversity Net Gain.
- Is a superb communicator, with a practical understanding of stakeholder and landowner engagement. You must be confident, friendly, articulate, and able to explain complex or technical information simply, clearly and with enthusiasm. You will be able to talk sensitively with organisational representatives from outside the environmental sector;
- Is familiar with high quality communications planning and delivery, and able to use web-based media, Teams/Zoom and GIS with imagination and efficiency. A desire to use these skills with energy and drive in a constructive and appropriate way taking projects from inception to completion.
- Is well organised, will thrive in busy teams, is self-motivated and enjoys getting stuck in.
- Able to work with representatives from linear infrastructure organisations, charities and government agencies from across the North Region.
- Has good project management and development skills

This would be suitable for a secondment opportunity, and could be based anywhere within the North Region, pending agreement on arrangements for physical contact time.

## Job Description



The Wildlife Trust for  
**Lancashire  
Manchester &  
North Merseyside**

**Post Title:**

Green Northern Connections Senior  
Project Officer

**Responsible to:**

The Chief Executive Officer

**Location:**

The Barn, Berkeley Drive, Bamber Bridge,  
Preston, PR5 6BY, with extensive travel  
around the project area.  
(Hybrid working will be considered on  
request)

**Hours of Work:**

37.5 hours per week

**Salary:**

£30,166.40 per annum

**Duration of post:**

Fixed Term for 12 months from May  
2024.

Funded by Esmée Fairbairn Foundation

Secondment opportunities from your existing  
employer will be considered.

**Other:**

All candidates must have the Right to  
Work in the UK.

### PURPOSE OF POST

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This is a key role developing and delivering Nature North's *Green Northern Connections* Investable Proposition, forging strong links with linear infrastructure organisations and other eNGOs that drive forward a meaningful collaborative approach.

This role will identify regionally strategic priority opportunities for improved ecological connectivity and infrastructure resilience on and adjacent to major linear infrastructure routes across the North, working with others to develop a pipeline of local projects and identifying funding mechanisms for making them a reality. Learning will be captured and presented within the Nature North partnership to aid the other workstreams and propositions.

### KEY ROLES AND RESPONSIBILITIES

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- To lead, develop and work with, as part of the Nature North team, the Green Northern Connections co-ordinating group.
- To produce a clear ecological vision for the Green Northern Connections proposition at regional scale
- To ensure that project / intervention opportunities have been identified, mapped and prioritised at regional scale
- To lead a process with partners and stakeholders that produces a pipeline of >10 locally-based project case studies, approx. 1 per county across the North.
- Identify funding and green finance mechanisms, both on infrastructure-owned land; and for the land-owners adjacent to it, that would pay for the identified works, including co-designing new innovative mechanisms if required.
- Champion new nature-positive approaches to linear infrastructure resilience, mitigation and design.
- Build stakeholders knowledge of ecological connectivity and nature-based resilience and mitigation solutions so that the information can inform their own land management and mitigation decisions.
- To monitor, evaluate, report and share lessons learnt in a timely way so that are available to others within the Nature North partnership and its member organisations and co-ordinating group members.
- Ensure that activities are within budget and on time and produce progress reports to the Nature North project team and funder.
- Ensure best practice and high quality in delivering all programme activities and outcomes.

## Job Description

### Scope of Post

- The officer will work closely with the Nature North team comprising the Programme Manager and Project Officer (hosted with Cumbria Wildlife Trust) and the GIS Data Officer (hosted within RSWT); and with the other Investable Proposition leads working within other NN partner organisations. Regular and effective team meetings, largely via Microsoft Teams but with some face-to-face as required (which could be anywhere in the North of England), are essential for programme management and delivery.
- The post is hosted and line managed by Lancashire Wildlife Trust who are experienced in nature recovery advice and conservation land management, stakeholder engagement and green finance engagement and linked to a wide range of partners.
- The stakeholder engagement will encompass a wide range of individuals and interest groups from high level strategic to operational including: project managers and sustainability/environment/asset management leads within the road, rail, active transport, water and energy sectors; contractors and consultants working on their behalf; other land owners, farmers and land managers; funders and investors; statutory agencies, and other conservation NGOs.
- Occasional travel will be required to northern area project sites and wider meetings and events. For these journeys, the officer will need access to a vehicle for which mileage allowance will be paid as, a vehicle is not provided for this post.
- The post holder will develop professional and strategic relationships with key external partners and maintain effective liaison keeping them informed of, and involved in, the work of Nature North.
- Share learning within the Nature North team & partnership and with the Green Northern Connections coordinating group members; with other Northern Wildlife Trusts, and wider stakeholders.
- Manage delegated budgets to £25,000, excluding own salary.
- Manage contractors and consultants, where appropriate to work area, and monitor and ensure effective delivery of their work.
- The post holder is required to follow and comply with all policies and procedures of the Trust which includes the Trust's Health and Safety procedures in the workplace, ensuring personal safety and the safeguarding of the interests and safety of all staff, trainees, visitors, and others at the Trust.
- To uphold the working values and expectations of the Lancashire Wildlife Trust.
- To carry out other duties relevant to your post as reasonably required by your line manager.

# Person Specification

## EXPERIENCE

### Essential

- Proven track record of c3 years minimum recent and relevant professional stakeholder engagement and facilitation experience.
- Organisation and delivery of engagement activities such as meetings, presentations events and workshops.
- Partnership working across a wide range of sectors, themes and partners.
- Experience managing projects with nature recovery and/or nature-based solutions objectives.

### Desirable

- Recent and relevant professional experience of working with the transport, energy or water sectors.
- Recent and relevant professional experience of working with landowners and land managers.
- Working knowledge of using GIS platforms to aggregate, analyse and communicate spatial data;
- Bringing together data and information into case studies and their dissemination of high-quality publicity and communications, especially for internal specialist audiences.
- Experience of budget management, project output and outcome monitoring and evaluation.
- Managing contractors, consultants.

## KNOWLEDGE

### Essential

- Up to 5 years' work experience and/or professional qualification in a relevant area such as environmental land management, ecology, geography, planning.
- Good knowledge and understanding of ecological systems, the climate emergency, and /or air and water quality.
- Awareness of current policy and best practise in two or more of the following: nature conservation, climate change, nationally significant infrastructure management/planning.
- Microsoft Office Suite

### Desirable

- Familiar with the geography, socio-economic context, landscape and heritage of the North of England.
- Knowledge and understanding of best practice in engaging landowners and land-managers and working with government agencies such as the Environment Agency and Natural England.
- Understanding of the issues associated with linear infrastructure asset management, resilience and planning.
- Appreciation of health and well-being aspects relevant to work area.
- Knowledge of GIS data platforms.
- Familiarity with green finance mechanisms such as Biodiversity Net Gain, Natural Flood Management or carbon credits.



# Person Specification

## SKILLS

### Essential

- Excellent communications skills. Able to work with specialist audiences both inside and outside of the nature conservation sector.
- Excellent organisation and Information Technology skills.
- Enthusiasm for working with regional and national infrastructure organisations and cross-sector partnerships.
- Well organised. Self-motivated, able to work on your own initiative and manage own workload.
- Able to inspire and engage a wide range of audiences.
- A full driving licence and access to your own vehicle

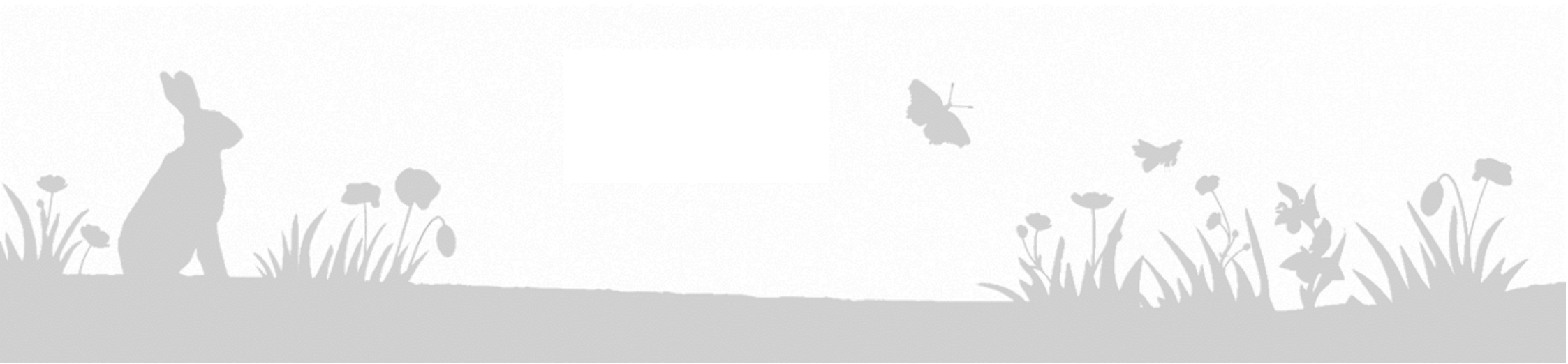
### Desirable

- Publicity, PR, communications, media.
- Producing interpretation /case study materials in an accessible and engaging format.
- Able to write concise, accurate professional reports.

## PERSONAL QUALITIES

### Essential

- Commitment and enthusiasm to the Trust and its work.
- Commitment to the Trusts policy on Equality, Diversity and Inclusion  
Desirable
- A champion and advocate for nature-based solutions.
- Self-confidence and personal resilience.
- Integrity, sensitivity, tact and political awareness.
- Persistence and ability to respond confidently to challenge or conflict.
- Able to build trust, consensus and strong community / stakeholder relations.
- Awareness of the need to balance the priorities of a wide range of organisations and stakeholders.



## General Terms & Conditions

<b>Holidays:</b>	28 days per annum (increasing with length of service), plus bank holidays, pro rata for part-time employees.
<b>Pension:</b>	The Trust contributes to the NEST Pension Scheme. Full details will be provided.
<b>Hours of Work:</b>	Full Time 37 ½ hours per week. Normal working pattern will be 9.00am – 5.00pm.  Overtime is not paid but time off in lieu may be taken, where appropriate, as the post may involve some evening or weekend working.
<b>Duration of post:</b>	This post is offered on a fixed term basis for 12 months. All new employees undertake a probationary period of 6 months; in which time they are expected to demonstrate their suitability for the post.
<b>Closing Date:</b>	<b>Sunday 12<sup>th</sup> May 2024</b>
<b>Interviews:</b>	<b>To be Confirmed</b>

As an inclusive employer, The Wildlife Trusts value diversity and we're committed to creating an inclusive culture where everyone is able to be themselves and to reach their full potential. We actively encourage applications from people of all backgrounds 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.

To understand how we are performing, we ask that you kindly complete a Diversity Monitoring Form in addition to your application.

Please be assured that your responses are kept confidential, separate from your candidate record, are not part of any application you make, and that the recruiting staff never see individual responses to the questionnaire.

To apply for this position you are required to complete an Application Form which can be downloaded from our Website: [www.lancswt.org.uk/jobs](http://www.lancswt.org.uk/jobs)

Completed applications should be returned to: [applications@lancswt.org.uk](mailto:applications@lancswt.org.uk)

Thank you for your interest in working for the Wildlife Trust for Lancashire, Manchester and North Merseyside. We look forward to receiving your application.

### **Criteria Common to All Job Descriptions:**

A Job Description sets out the purpose of the job, where it fits into the Trust's structure, the context within which the job holder functions and the principal accountabilities of job holders, or the main tasks they have to carry out. It is not a definitive work plan. This document is intended to provide guidance on the scope and function of the job.

### **Equal Opportunities Statement:**

All employees are required to adhere to and promote the principles and operation of the Trust's policies on equalities, to ensure that services provided are relevant to ethnically diverse communities and other disadvantaged groups in the area.

### **Safety, Health and Environment Statement:**

All employees are required to ensure that all duties and responsibilities are discharged in accordance with the Trust's Safety, Health and Environment (SHE) at Work Policy and associated SHE policies and guidelines. They should take reasonable care for their own Health and Safety and that of others who may be affected by what they do or do not do. Staff should correctly use work items provided by the Trust including personal protective equipment in accordance with training or insurance. All members of Trust staff are responsible for informing their line managers of any potential gaps in the current Trust Policy. All employees are responsible for ensuring that the SHE Policy is up to date and continuously reviewed and evaluated.

### **Performance Review:**

All employees will participate in the Trust's Performance Review process. The process aims to ensure that performance standards/targets are jointly agreed between employees and line managers and are achieved within agreed time scales. Failure to maintain an appropriate standard indicated by management can result in Capability proceedings being taken.

### **Commensurate Statement:**

At times, the Post holder will be required to undertake other duties and responsibilities of a similar level and nature in order to support workload peaks and resources and skill shortages, ensuring priorities are met. This will be sensitive to available resources and individual skills and will generally be within the same area.

### **Adherence to Staff Handbook, Policies and Procedures:**

The Trust is a large, diverse charitable organisation and as such needs to ensure that all employees are aware of their obligations to and from the organisation. These are clearly defined in the Staff handbook, the Intranet and in the policies and procedures adopted by Council as part of the Trust's governance. All Employees have an obligation to read and understand these policies, especially those that are pertinent to this role.