



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



Recruitment Pack
2022

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, 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

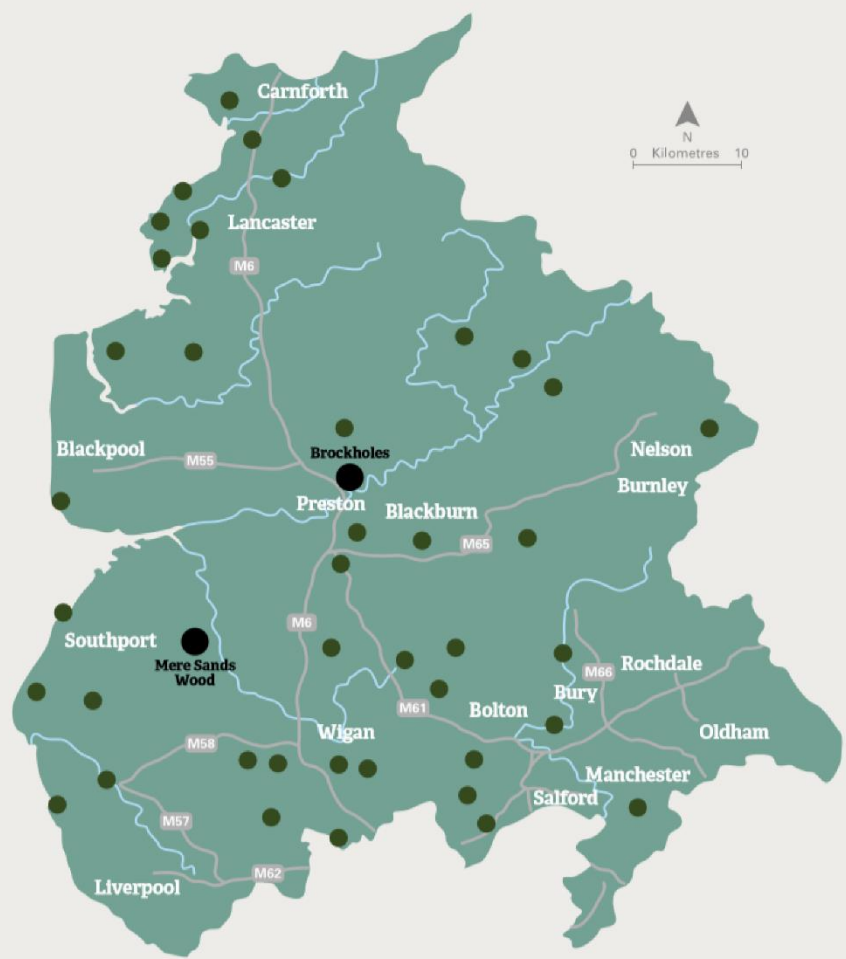


Our Reserves

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 people's 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



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

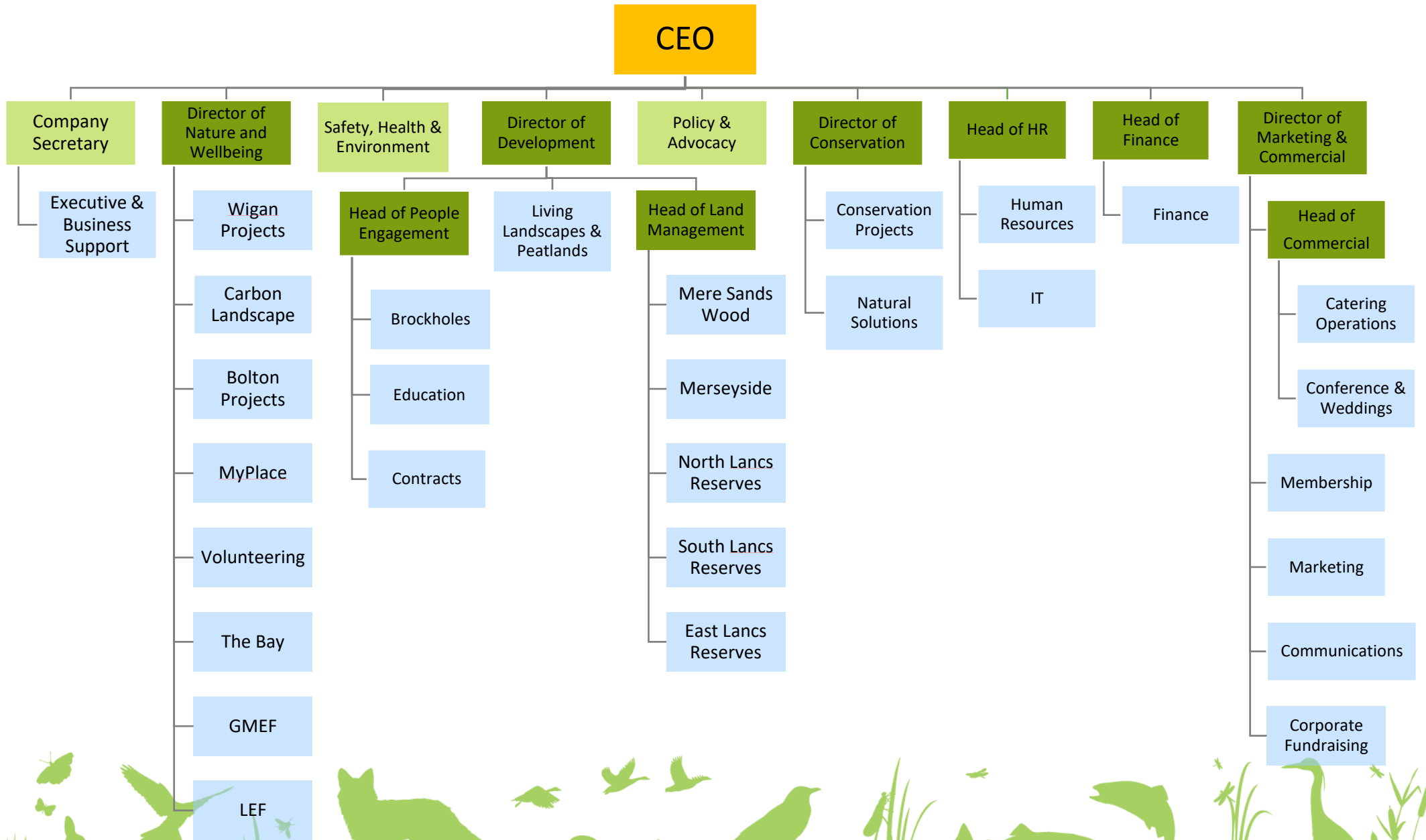
- Passion is at the very heart of every LWT team member. With a love of wildlife, a passion for helping make a difference, or a will to help and inspire others. From our staff to volunteers and our members, we have passion by the bucket load!

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

We are at a time when we need fast and urgent action to make positive change in order to save our environment and the planet. Many young people care passionately about the future of our planet.

Do you believe that the actions, passion, and ideas of young people are part of the solution? We do.

The purpose of this post is to ensure young people, and their ideas and voices are at the heart of Lancashire Wildlife Trust. We want to see more young people actively taking part in our governance, campaigns, volunteering, conservation work, membership and events. We want to see new and exciting youth-led environmental campaigns develop, helping to save and enhance the precious ecosystems in our region.

Lancashire Wildlife Trust Youth Voice work includes a Youth Council of 15 involved young people with wider ranging engagement and involvement, and a Wilder Youth group made up of a larger group of young people interested in campaigning- more commonly engaging digitally. An important part of the role is to support the day to day running and organisation of our LWT Youth Council and our Wilder Youth programme. The Youth Advocacy Officer will ensure that Youth Council members receive training and support to fulfil their roles. We have a strong Youth Council and Wilder Youth Team who are playing an active role in the Wildlife Trust Movement and we want young people to have the support to further develop and evolve; it's a very exciting time with huge potential.

The successful applicant will support young people across our region of Lancashire, Manchester and North Merseyside to become more engaged with our work and campaigns. An aspect of the role will be to co-produce more volunteering opportunities, training, projects and events, with and for young people. This will include help with design and implementation of campaigns and events. At times there may be opportunities to support young people to campaign across the UK. In recent years this has included national lobbying in London, and participation in COP 26 in Glasgow.

We are looking for an inspirational individual who can empower young people. Success will be seeing hundreds more young people active within our organisation, at all levels, resulting in nature's recovery across the north-west and beyond. Please apply if you feel as passionately about this new role as we do.





The Wildlife Trust for
**Lancashire
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Post Title:

Youth Voice Officer

Responsible to:

Senior Nature and Wellbeing Officer

Location:

Negotiable across LWT offices. Travel across sites and LWT reserves is part of the role, part time home working is available.

Hours of Work:

37.5 hours per week

Including some regular evening and weekend work.

Salary:

£22,000 to £24,500 dependant on experience

Duration of post:

March 2025

Job Description

PURPOSE OF POST

- To support and further develop the LWT Youth Voice work across the organisation
- To build long-term sustainability for the LWT Youth Council and Wilder Youth, and lead on its day to day running
- The purpose of the role is to ensure young people are more fully engaged in the organisation at all levels, so that young people can participate more fully in our campaigns, volunteering, governance and membership.

KEY ROLES AND RESPONSIBILITIES

- 1. To manage and develop the LWT Youth Council and Wilder Youth**
 - Lead on the recruitment and retention of all Youth Council and Wilder Youth members, continuing to grow our Youth Voice offer.
 - Support the Youth Council and Wilder Youth members by providing regular communication, via email, phone and face to face.
 - Provide training for all Youth Council members so they understand their roles and can effectively fulfil them, and to ensure they get experience, knowledge and skills to enhance their CV's, employability and future career paths.
 - Plan, organise, and chair regular Youth Council meetings, linking to Trustees meetings, and other meetings that fit the needs of the organisation.
 - Lead on supporting the Youth Council and Wilder Youth members to take part in campaigns for the Trust, via the use of social media and other campaigning methods.
 - Lead on the Youth Council to contributing into funding bids, and LWT strategies.
 - Embed ways to make our Youth Council and Wilder Youth more visible, via blogs, the LWT website and Lapwing magazine and other media.
 - Lead on ensuring that the Youth Council, Wilder Youth and our wider Trust are actively working as part of the national Wildlife Trust movement.

Job Description

- 2. Work with key staff at LWT to identify and secure income for the sustainable delivery of our Youth Voice offer**
 - Write and submit relevant funding bids and develop strategic partnerships that will secure the necessary resources to sustain and further develop the Youth Council, so it has a long and viable future.
- 3. Help LWT Staff to more effectively work with young people in our events and membership by developing and running workshops for LWT staff about effective ways of involving young people in events**
 - Work with our Membership Team and Youth Voice to help attract more young members to our organisation and to ensure young people see the Wildlife Trust movement as relevant.
- 4. Lead on involving more young people in LWT campaigns, and develop ways that they can lead their own campaigns by working with colleagues and departments at all levels within LWT. Develop and deliver training for young people in campaigning techniques, across our Trust.**
- 5. Design, develop and deliver more training and personal development opportunities for young people in key areas of the Trusts work, e.g. conservation, communications, employability and leadership.**
 - Support the development of more volunteer opportunities within the Trust, that are suitable and attractive to young people, by working with the Volunteer Co-ordinator and LWT staff.
- 6. Report and share communications in regard to all work by writing regular reports, providing data and information, representing the Trust and Youth Voice at meetings and delivering presentations.**
- 7. Lead and assist with any events, activities and training by the Nature and Wellbeing Team and other LWT staff, when asked.**
- 8. To work confidently as part of a team leading a programme of work where engagement ranges from the general public, to volunteers, staff, Senior Management, and Trustees.**
- 9. Support YP to develop social media content sharing their activity to inspire more YP to participate as well as raising the profile, awareness, and importance of Youth Voice work.**
- 10. Implement the LWT Safeguarding Policy at all times. A DBS check will be required for this post.**
- 11. The job 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.**
- 12. To work as part of a team alongside staff & volunteers as required.**
- 13. To uphold the working values and expectations of the Lancashire Wildlife Trust.**
- 14. To carry out other duties relevant to your post as reasonably required by your line manager.**

Person Specification

EXPERIENCE

Essential

- Experience of working with young people aged (11 – 24 years) to create exciting and innovative programmes of work.
- Proven track record of advocating for young people and enabling the ideas of young people to be acted upon.
- Project delivery experience.

Desirable

- Experience working in the environmental or conservation sector.
- Experience in taking part in environmental campaigning.
- Experience in leading a group of young people doing practical conservation work.

KNOWLEDGE

Essential

- Knowledge and understanding of the principles of co-production and empowering others.
- Knowledge of ecology, conservation and wildlife.

Desirable

- Knowledge of environmental issues and possible solutions, e.g. climate change, biodiversity loss, deforestation, habitat loss, and ocean degradation.
- Knowledge of current environmental legislation and key campaign areas and opportunities
- Knowledge of the principles of effective campaigning and activism.
- Knowledge of current Health and Safety regulations, including risk assessment.

SKILLS

Essential

- Ability to organise and prioritise diverse work programmes effectively, often to tight deadlines, and monitor outcomes, with strong ITC skills.
- Ability to lead and motivate a group of young people using a range of creative engagement methods.
- Excellent communication skills, both verbally and in writing, with the ability to speak clearly and confidently to a wide range of audiences.
- A full driving licence and access to a vehicle with business insurance.

Desirable

- Skills in working strategically with the ability to write successful funding bids, budgets, and plans.

PERSONAL QUALITIES

Essential

- The ability and confidence to work independently and flexibly, as well as part of a team, both in person and remotely.
- The ability to work outdoors on a range of sites in all weathers and walk reasonable distances when required.
- Excellent interpersonal skills and ability to build relationships.
- A passion for environmental campaigning and the ability to inspire others and generate support, action and empowerment via community engagement and campaigning.

Desirable

- A strong affinity for urban wildlife and empowering young people to get actively involved

General Terms & Conditions

Holidays:	25 days per annum pro rata, plus 3 occasional days per annum, increasing with length of service.
Pension:	The Trust contributes to the NEST Pension Scheme. Full details will be provided.
Hours of Work:	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.
Duration of post:	This post is offered until end of March 2025. All new employees undertake a probationary period of 6 months; in which time they are expected to demonstrate their suitability for the post.
Closing Date:	Tuesday 26th July 2022
Interviews:	Thursday 4th August

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

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.

Completed applications and diversity monitoring forms should be returned to: 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.