



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

Recruitment Pack



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.

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

- 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;
- Connect people with nature and help them to take action for wildlife, wherever they are.

Our Vision

- 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.

Our Work

Our core conservation work includes land management, advocacy for the natural world with key decision-makers, species re-introduction, protecting threatened species 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.

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 believe that wildlife and nature have the power to instill 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: www.lancswt.org.uk/our-work

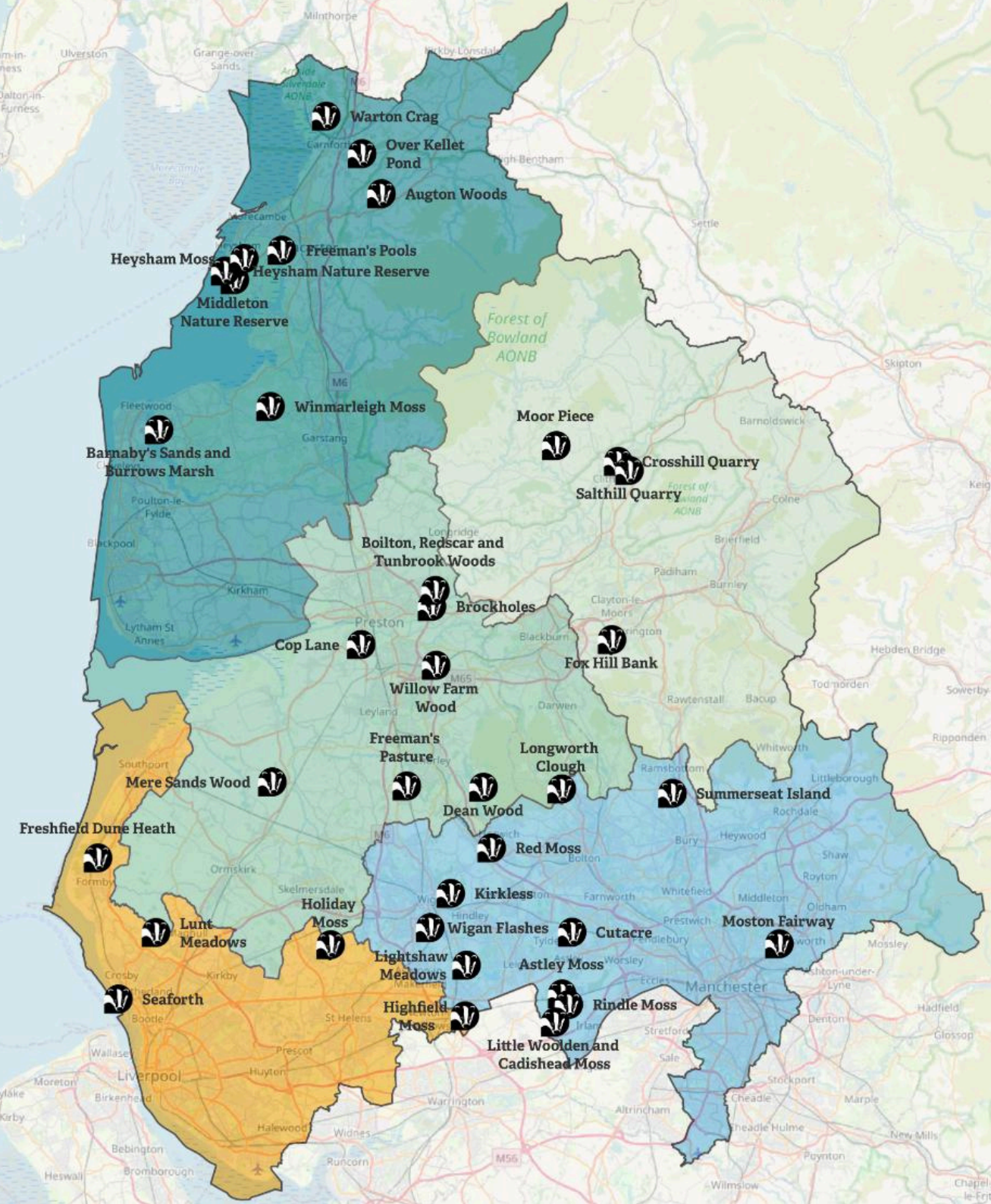
Our Nature Reserves

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 people can fully immerse themselves in the great outdoors and discover the wonderful wildlife that lives on our 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.



Strategic Goals by 2030

- 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.

- 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.

- 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 Strategy

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 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 **30,000** 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.
- Our reserves cover more than **1,300** hectares across the region.
- We own or manage **42** nature reserves in the region.



Our Culture

We foster a creative environment where new ideas can flourish. Our team members take pride in personal responsibility, striving for excellence in everything they do. Success in our organisation comes from a commitment to outstanding results, alongside a dedication to building strong, meaningful relationships - both within our team and with our external partners.

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 LWT and honouring our scientific foundations in every activity. Our approach is built on honesty, respect, and a commitment to the core objectives of the charity, as well as the wishes of our members and funders.

Teamwork

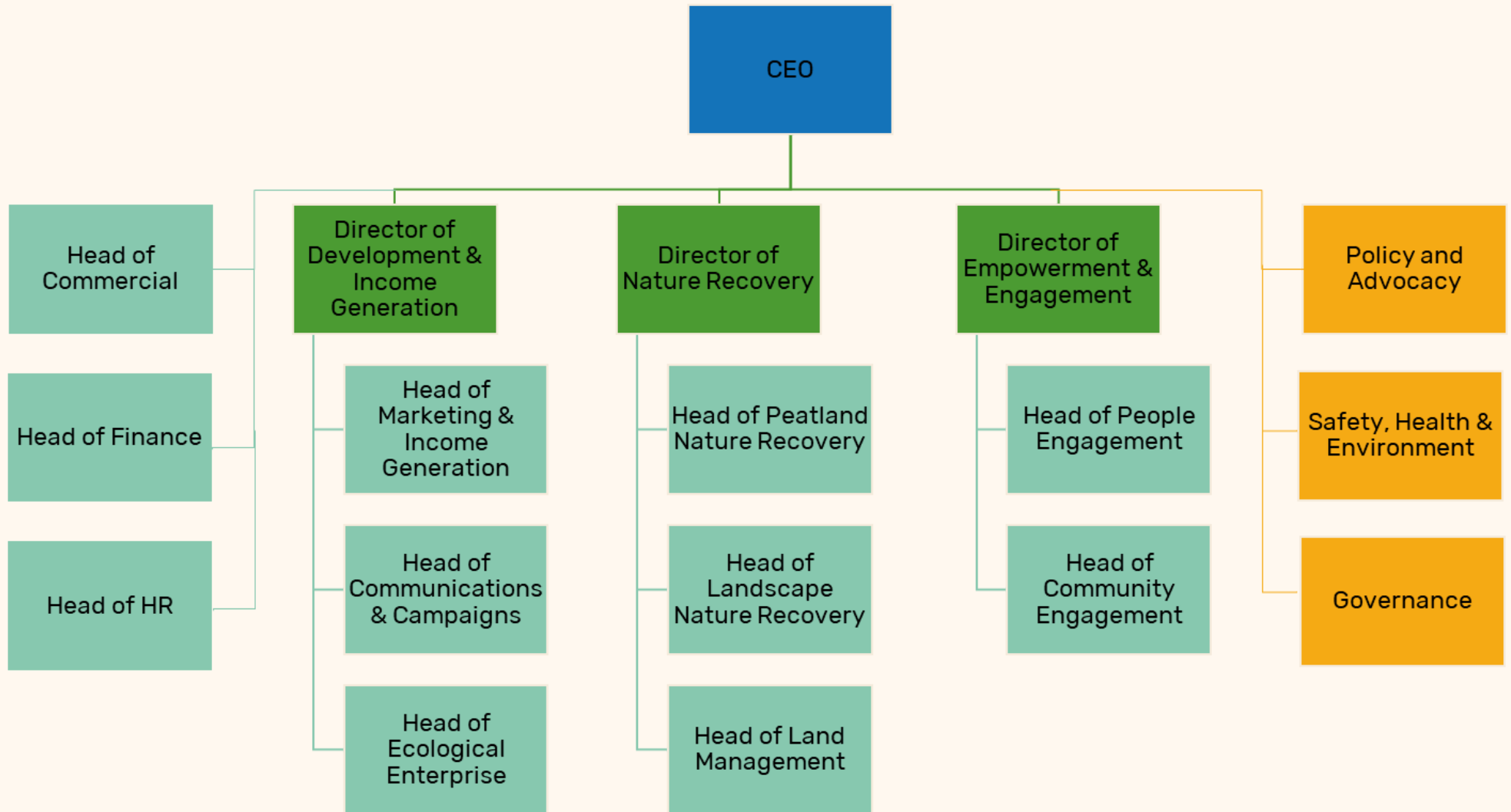
We foster a friendly, welcoming atmosphere where everyone is treated with respect and courtesy. We believe in the strength of our unity as one big team. Always ready to roll up our sleeves and help wherever it's most needed, regardless of the role.

Passion

Passion drives every LWT team member. Whether it's a love for wildlife, a desire to make a meaningful difference, or a commitment to inspire others, passion is at the heart of everything we do - and we have it in abundance!



Our Organisation



About the role

The Lancashire Wildlife Trust is the regions local charity, working hard to improve the local area for wildlife. Since 1912, The Wildlife Trusts have been speaking out for nature in the UK. Our organisation is unique - while most of our work for wildlife takes place at local grassroots level, we have a national voice. We support and are supported by the 46 Wildlife Trusts in the United Kingdom. With 28,000 members in the region and 800,000 members nationally we represent a strong body of opinion when it comes to wildlife issues.

Lancashire Wildlife Trust own and manage some of the rarest habitats in Northern England and work towards being an exemplar of land management for nature's recovery at scale. We own and manage 36 nature reserves, ranging from 1 to 270 hectares across our operational area, with a diverse range of habitats including grassland, heathland, woodland, wetland and peatland. Our largest reserves include Brockholes, Lunt Meadows, Mere Sands Wood, Longworth Clough, and Aughton Woods.

We are geographically a large region, with a widespread number of small to medium reserves. Many of our nature reserves are peri urban which gives us opportunities for volunteering and financial input and challenges with management of small sites and antisocial behaviour.

We are seeking a skilled, enthusiastic and energetic person who has a passion for wildlife and the experience to deliver nature recovery, partnership working, and team management across our nature reserves. The Nature Reserves Development Manager will be responsible for leading and supporting teams to work closely with neighbouring landowners and managers to increase the effective reserve size of our land holdings, and to identify and deliver novel approaches to habitat management, including species reintroductions and restoring natural processes. The role will also support with acquisitions and disposals where appropriate.

A key aspect of this role is ensuring that the work delivered across our nature reserves is translated into clear environmental, social, and financial value. This includes supporting fundraising activity, developing compelling funding propositions, and ensuring robust evidence and storytelling are available to demonstrate impact to funders, partners, key stakeholders and the public.

The Nature Reserves Development Manager will be responsible for developing and embedding the processes and systems required to safely and effectively manage our diverse set of reserves and to ensure legal compliance. Systems currently in place include Risk proof for compliance; GIS including ARC and QGIS for mapping and survey-based systems for data gathering for monitoring and compliance, as well as Breathe HR and XLedger for personnel and financial management. The role will constantly review and update these systems and processes to ensure efficiency, compliance and visitor safety, as well as reserve condition and species monitoring and progress against organisational and departmental KPIs.

This role will require significant management of the wider team to promote a positive culture and an ability to identify and deliver change. The manager will be responsible for leading localised nature reserve teams, as well as supporting reserves teams sitting under other line managers - ensuring that regardless of line management, all teams feel part of the Trust and deliver newly agreed and established processes.

The Manager will need to work closely with Heads of Departments and other colleagues to deliver land and site infrastructure management, and to help develop diverse income-generation activities across our reserves, including commercial opportunities and Green Finance products.

The role will involve some weekend and evening working, including Christmas and Easter periods, according to the needs of the business.

Job Description

Post Title:

Nature Reserves Development Manager

Responsible to:

Head of Land Management

Location:

Flexible working arrangements, with the option to be based across multiple LWT offices or Reserve sites (Hybrid working available)

Hours of Work:

35 hours per week

Salary:

£ 34,862.06 per annum

Duration of post:

Permanent

Other:

All candidates must have the Right to Work in the UK

PURPOSE OF POST

We are looking for an enthusiastic and experienced individual with a passion for wildlife to lead nature recovery, partnership working, and team management across our reserves. The Nature Reserves Development Manager will oversee teams and support them to develop capital/revenue grants and corporate offerings, collaborate with landowners, and deliver innovative habitat management approaches including species reintroductions and restoring natural processes. They will work with the SHE Advisor to develop and maintain systems for compliance, monitoring, and safety, ensuring reserves meet legal requirements and organisational KPIs. The role involves driving a strong team culture, embedding processes across all reserve teams, managing associated budgets, and supporting acquisitions, disposals, and infrastructure projects. Additionally, the manager will work with colleagues to create income-generating opportunities, including commercial ventures and Green Finance products.

KEY ROLES AND RESPONSIBILITIES

Leadership and Strategic Approaches

- Work with Heads of Department and Directors to develop and deliver strategic approaches to acquisitions, disposals, and volunteer plans in line with the Nature Recovery Strategy, along with the delivery and/or refresh of other strategic plans and documents as appropriate.
- Responsibility for risk management and KPI delivery, including tracking progress and generating data and statistics (e.g. through GIS).
- Represent the Trust in meetings and public forums; contribute to communications and storytelling.
- Identify and share ideas, embed best practices, and strengthen delivery through cross-project collaboration.
- Direct line management of Nature Reserve Team Leaders – setting work programmes and fostering an extremely strong team culture and working practices that ensure nature reserves are run as “clusters” with flexible approaches to staffing and a strong culture of engaging volunteers.
- In addition, you will have dotted line management of reserve teams (Managers/Team Leaders/Senior Nature Reserve Officers) who sit in other departments but will be required to follow processes and attend meetings in line with the wider approach set by you, the Head of Land Management, and the Trust as a whole.
- Promote and encourage community input into reserve works to facilitate nature recovery aims, including supporting teams to develop their use of volunteers and community groups. You may also need to directly manage small groups of volunteers from time to time.
- Support ongoing work to identify and take sites for disposal, including developing robust exit strategies (such as working with local community groups) to ensure the land is protected for nature recovery long-term in the absence of involvement from LWT.

- Work with Communications to promote impact and expertise so your team can communicate your work, the wildlife of the reserves, and the impact the work is having both internally but also externally to funders, supporters, and visitors.
- Responsible for Trust-wide approaches to site, vehicle and equipment maintenance and security, as well as wider risk management.
- Develop, maintain and embed key 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.
- Report to SHE committee and other internal processes and governance as required.

Development and delivery

- Work closely with the SHE Advisor to develop and deliver the processes and systems required to ensure safety and compliance across our reserves (e.g. planning, environmental, health and safety, and accessibility regulations), ensuring these are embedded within reserves teams and volunteer groups.
- Ensure the production, delivery and monitoring of site management plans, taking an innovative approach where possible such as through the use of rewilding, conservation grazing and/or reintroductions, as well as working with our neighbours to increase the effective size of our nature reserves in line with the Nature Recovery Strategy – working closely with the associated staff to develop and drive these approaches.
- Develop proposals, package up our land management work into fundable projects, and secure funding for capital works and staffing (including through grants, CSR, environmental land management schemes/agri-environment schemes, and any other opportunities). Support teams to plan and lead procurement, approve specifications, and oversee delivery of capital infrastructure projects.
- Manage delegated budgets of up to £1m, ensuring appropriate and cost-effective expenditure.
- Provide reports to stakeholders, funders, clients and internally within LWT, as required.
- Support the delivery of activity to generate green finance products from our nature reserves, including the collation of baseline assessments, metric calculations, and Habitat Management and Maintenance Plans.
- Identify commercial opportunities and lead on the development of associated infrastructure and planning consents, and other legal documentation.
- Support staff to develop events and other engagement activities at our reserves, including a strategic and proactive approach to volunteer opportunities and corporate groups, delivering talks on reserve activities and nature recovery priorities, and outreach activities to develop our supporter base (working closely with the Development and Income Generation directorate where necessary).
- Work closely and transparently with other teams and key stakeholders including project partners and local landowners/managers to drive delivery through partnership working and collaboration around our nature reserves.
- Identify and oversee research placements and studies to ensure research addresses priorities identified by LWT, involve a variety of colleges and universities, and that data collected can be used in nature reserve management, campaigns, advocacy work, to demonstrate impact, and to determine future priority action.

General

- To work as part of a team alongside staff and volunteers across departments.
- 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.
- Act on own initiative while working within an agreed work programme.
- Work hours as required to ensure the needs of the Business are met. This post will require flexibility including some evening and weekend work.

Person Specification

EXPERIENCE

Essential

- A relevant degree plus proven (more than 5 years) practical land management and conservation/nature recovery experience working within a recognised conservation agency in a professional or voluntary capacity, ideally on sites that are accessible to the public.
- Significant coordination, supervision and training of staff, volunteers and contractors, including 5+ years line management experience of multiple teams.
- Significant experience of people and performance management including managing positive culture change.
- Evidence of developing and embedding the use of systems and processes for land management teams to manage and report on their work.
- Developing and embedding health and safety records including risk assessments.
- Experience of developing and writing reserve management plans, and/or supporting others to do so.
- Experience of writing and securing grants to fund capital work and staff time on nature reserves.
- Significant experience of effective budget management and reprofiling, as well as evidence of securing diverse and innovative sources of income to support land management and nature reserves.

Desirable

- Ecological surveys (e.g. UK Habs) and biological recording, including identification of plants, birds and invertebrates.
- Delivering events that engage people in wildlife and nature conservation.
- Working with communications teams and the media to promote wildlife and nature conservation.

KNOWLEDGE

Essential

- Wildlife habitats, associated species and their management, particularly coastal, wetland, woodland and grassland habitats.
- Management of sites for wildlife and people.
- Health and safety regulations.

Desirable

- Grazing animal use for conservation management.
- Monitoring and evaluation techniques.
- Nature based finance including BNG, Wilder Carbon, and/or Nature Positive Partnerships.

SKILLS

Essential

- Effective change management and people skills to drive excellent team culture and people performance.
- Effective communication skills (verbal and written) for a wide range of audiences.
- Excellent standards of customer care.
- Strong organisation and planning skills.
- IT skills – including Word, Excel and PowerPoint.
- Working knowledge of Arc and/or Q GIS and the ability to generate maps, surveys and basic statistics, and to work with dashboards to report on KPIs.
- Review and implementation of computer programmes for use across the Trust.
- Full driving licence and access to your own vehicle for business use.

PERSONAL QUALITIES

Essential

- Commitment and enthusiasm to the Trust and its work.
- Commitment to the Trusts policy on Equality, Diversity and Inclusion.
- Ability to maintain high levels of enthusiasm and self-motivation.
- Ability to work well on own initiative and co-operatively to lead teams and report to senior managers.
- Ability to be flexible and respond to changing situations.
- Affinity with a wide range of people and ability to deal with conflict issues sensitively and effectively.

General Terms & Conditions

Holidays:	28 days per annum (increasing with length of service), plus bank holidays, pro rata for part-time employees.
Pension:	The Trust contributes to the NEST Pension Scheme. Full details will be provided.
Hours of Work:	Full Time 35 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 work.
Duration of post:	This post is offered on a permanent basis. 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:	Monday 25th May 2026
Interviews:	Monday 1st June 2026

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
Completed applications 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.

TERMS OF REFERENCE

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.

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 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.