



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

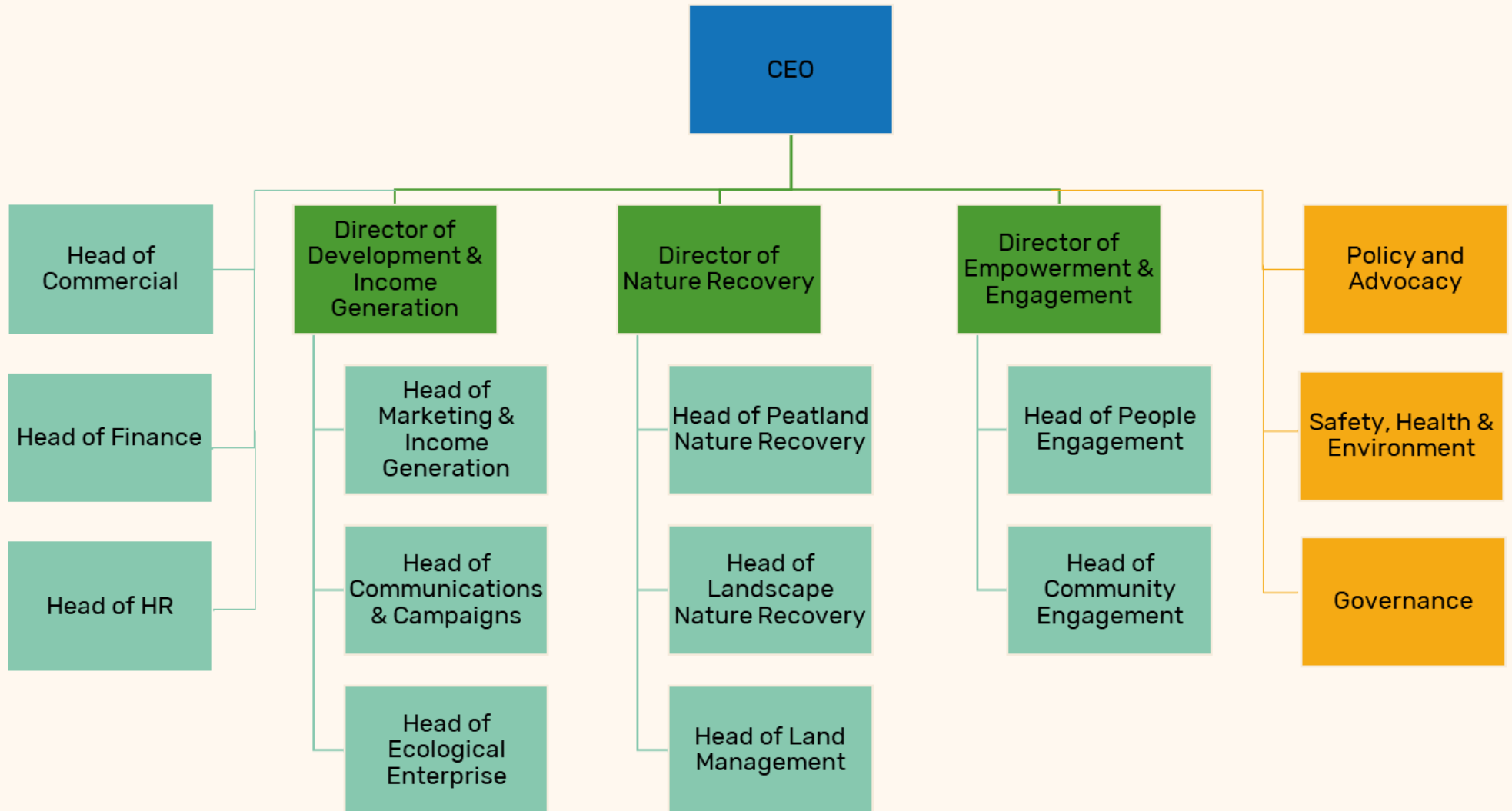
We foster a friendly, welcoming atmosphere where everyone is treated with respect and courtesy. We believe in the strength of our unity as one big team. Always ready to roll up our sleeves and help wherever it's most needed, regardless of the role.

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 project

The Lancashire Peat Partnership (LPP), hosted by Lancashire Wildlife Trust, brings together a wide range of partner organisations across Lancashire to work together and maximise the benefits of peatland restoration. Key partners include United Utilities, Forest of Bowland National Landscape, and National Trust.

This role will work as part of the LPP team, focussing on peatland restoration across the West Pennine Moors SSSI and the surrounding areas.

This role offers a valuable opportunity for a driven and practical individual to get hands on with peatland restoration through the development of restoration plans, field surveys, and overseeing contractors. There is also opportunity to collaborate with other LPP partners and support their work. This work directly contributes to the work of the Great North Bog (GNB) and will lead to cross-collaboration between the nation's peat partnerships.

Lancashire Peat Partnership: Historically, Lancashire would have possessed huge swathes of peatland habitats such as blanket bogs, lowland raised bogs and fens. Much of this has been damaged and lost due to improper management and other damaging practices such as wildfires or extraction. As our most important habitat in the race to Net Zero, there is urgent need for collaborative work to protect and restore Lancashire's remaining peatlands. Peatland habitats can be found across most of our upland areas such as the West Pennine Moors and the Forest of Bowland, and our lowland mosslands which are spread across Lancashire, Greater Manchester and North Merseyside. The LPP brings together key organisations across the region to collaboratively promote the importance of our peatlands, work together to maximise the benefits of restoration projects, secure funding, and to share knowledge and scientific findings.

The LPP sits within the wider Peatlands Programme in the Trust. This is a major workstream and the award-winning team has led years of campaigning, advocacy, and works to protect and restore the peat landscape in Lancashire, Greater Manchester and North Merseyside. LWT's Peatland Programme has over 20 years' experience in landscape scale, multi-partner, multi-site and multi-million-pound project delivery and programme management; delivering pioneering and nationally significant restoration of designated sites, former commercial peat extraction sites to agricultural land. In recent years the peat programme has been pioneering sustainable management of agricultural peat soils.

The Great North Bog: An ambitious, large-scale peatland restoration coalition consisting of six northern peat partnerships; Cumbria Peat Partnership, Lancashire Peat Partnership, Moors for the Future Peat Partnership, North Pennines National Landscape, Northumberland Peat Partnership, and Yorkshire Peat Partnership. The GNB is a landscape-scale approach to upland peat restoration and conservation across nearly 7,000km² of peatlands habitats in Northern England, which can store 400 million tonnes of CO₂e. The coalition aims to develop a working partnership to deliver a 10-year funding, restoration and conservation plan to make a significant contribution to the UK's climate and carbon sequestration targets.

Job Description

Post Title:

Lancashire Peat Partnership Senior Project Officer

Responsible to:

Lancashire Peat Partnership Manager

Location:

The Barn, Berkeley Drive, Bamber Bridge, Preston, PR5 6BY
(Hybrid working available)

Hours of Work:

35 hours per week

Salary:

£28,457.60 per annum

Duration of post:

Permanent

Other:

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

PURPOSE OF POST

The LPP Senior Project Officer will be responsible for identifying new project sites and working with the LPP Manager in the development of plans to deliver restoration objectives; where areas have had little to no historic restoration works, this role will contribute to the development of strategic plans to enable restoration in these areas. This role will support on the implementation of scientific monitoring onto LPP sites to bridge knowledge gaps and enable research with the support of the Peatland Programme Technical Lead. In addition, they will be responsible for undertaking fieldwork, creating restoration plans and overseeing contractors to deliver restoration plans.

KEY ROLES AND RESPONSIBILITIES

- To work collaboratively with existing and new partners to identify, prioritise and support development of restoration, survey, and monitoring projects; design and cost up proposed work, including carrying out detailed surveys to identifying and quantifying restoration works required, liaising with landowners and managers, and help to fundraise accordingly.
- To engage with local partners, landowners, farmers, local communities and interest groups to raise awareness of the LPP and peatland restoration opportunities, exploring restoration options, seek their involvement and share best practise.
- To carry out and/or commission effective monitoring, scientific research and site evaluation (e.g. peat depth, vegetation condition, hydrology, historic environment assessments), working with key stakeholders to obtain accurate and reliable data to assess condition of sites and impacts of restoration activities, also in line with requirements for stewardship, funders or designated sites.
- To help develop and maintain a comprehensive peatland-related dataset to be utilised for prioritisation, and preparation of restoration planning, funding bids and monitoring project development.
- To support development of funding from public and private sources, with LPP partners as well as other initiatives, such as the Great North Bog – linking in with national and regional policy, strategy and funding development.
- Work with LPP Partners to identify knowledge gaps and ways to develop projects to plug any gaps.
- Contribute to the continued design, development, and implementation of all LPP documentation and templates.

The successful candidate will be required to:

- Support the Partnership Manager, and other LPP partners to identify and develop funding bids/opportunities.
- Create fully costed restoration plans and maps ready for funding, with support from the LPP Manager.
- Support the development of second phase restoration plans which go beyond the restoration of hydrological condition and could include species reintroductions.
- Work with local universities to incorporate innovative research into new and existing sites.
- Support in the development of strategies for initiating work in previously unworked locations such as the Rossendale Gap.
- Oversee contractors undertaking restoration works on project sites.
- Work with LPP Partners to standardise monitoring and survey methods across all peatland sites.
- Work with key stakeholders and statutory bodies to work towards standardising methodologies nationally.
- Develop and maintain a comprehensive peatland database of all monitoring occurring across all LPP sites.
- Develop strong working relationships with partners, stakeholders, potential new partners and funding organisations.
- Liaise regularly with a range of contacts.
- Prepare reports and presentations for partnership meetings in order to inform and facilitate decision making.
- Travel throughout the region. A current driving license, a car and full insurance cover for personal and business use will be essential.
- 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.
- Work as part of a team alongside staff and volunteers as required.
- Uphold the working values and expectations of the Lancashire Wildlife Trust.
- Carry out other duties relevant to your post as reasonably required by your line manager.

Person Specification

EXPERIENCE

Essential

- At least 3 years' experience in practical land management and conservation, working with a recognised conservation agency in a professional or voluntary capacity.
- Direct experience of peatland survey, management and restoration techniques.
- Experience of engaging, building relationships and successful collaborative working with a range of people including landowners, land managers and farmers, statutory bodies, and charities to achieve shared outcomes.
- Practical experience of producing site restoration plans, specifications and costs for peatland and/or habitat restoration schemes.
- Practical experience of upland habitats – assessment, survey, restoration, and management.
- Direct experience of peatland surveys, management, and restoration techniques.

Desirable

- A bachelor's degree or higher in a relevant environmental field.
- Confident in use of ArcGIS to create maps and build survey forms.
- Experience of producing reports, fundraising and grant claims.
- Experience of contract management for land-based projects.
- Practical experience in upland habitats – assessment, survey, restoration and management.
- Experience in writing funding applications.
- Experience in networking with a diverse range of groups.

KNOWLEDGE

Essential

- Firsthand knowledge of peatland management techniques and restoration interventions.
- A good understanding of health and safety issues (including risk assessments).
- Protected site designations, including SSSI, their management and procedures.
- Familiarity with current legislation, policy and national strategies that underpin much of our work.

Desirable

- Current knowledge of relevant peatland grant schemes and funding sources.
- Knowledge of the peatlands in Lancashire, their value, challenges and opportunities, restoration and management, and key stakeholders.

Person Specification

SKILLS

Essential

- Good project development skills, with an ability to set, prioritise and meet targets.
- Confident communicator with excellent interpersonal and advocacy skills, with the ability to persuade and influence a wide range of people, both internally and externally.
- Full UK driving license and access to own car.
- Fully competent in Microsoft Office applications.
- Ability to work in partnership with other organisations, groups and individuals.
- Ecological field skills such as vegetation ID, UKHabs and NVC.

Desirable

- Ability to see linkages and make connections with regional and national strategic areas of work and opportunities.
- Able and willing to assist with practical management tasks and work parties as relevant to the post.

PERSONAL QUALITIES

Essential

- Commitment and enthusiasm for the Lancashire Peat Partnership and its aims to protect and restore our peatlands.
- Excellent networking ability and able to build rapport quickly.
- Confident with an assertive but friendly approach.
- A positive and mature approach with tact and diplomacy.
- Excellent interpersonal and communication skills, positive, enthusiastic and friendly nature with the ability to engage with a diverse range of people and form positive working relationships.
- Highly organised and able to work with independence and initiative whilst maintaining the flexibility to adapt to the working styles of others and/or new opportunities.
- Commitment and enthusiasm to the Trust and its work.
- Commitment to the Trusts policy on Equality, Diversity and Inclusion.
- A self-starter and goal achiever with the ability to work independently or in a team.

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 4 months; in which time they are expected to demonstrate their suitability for the post.
Closing Date:	Sunday 27th September 2026
Interviews:	Date to be confirmed

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.