



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

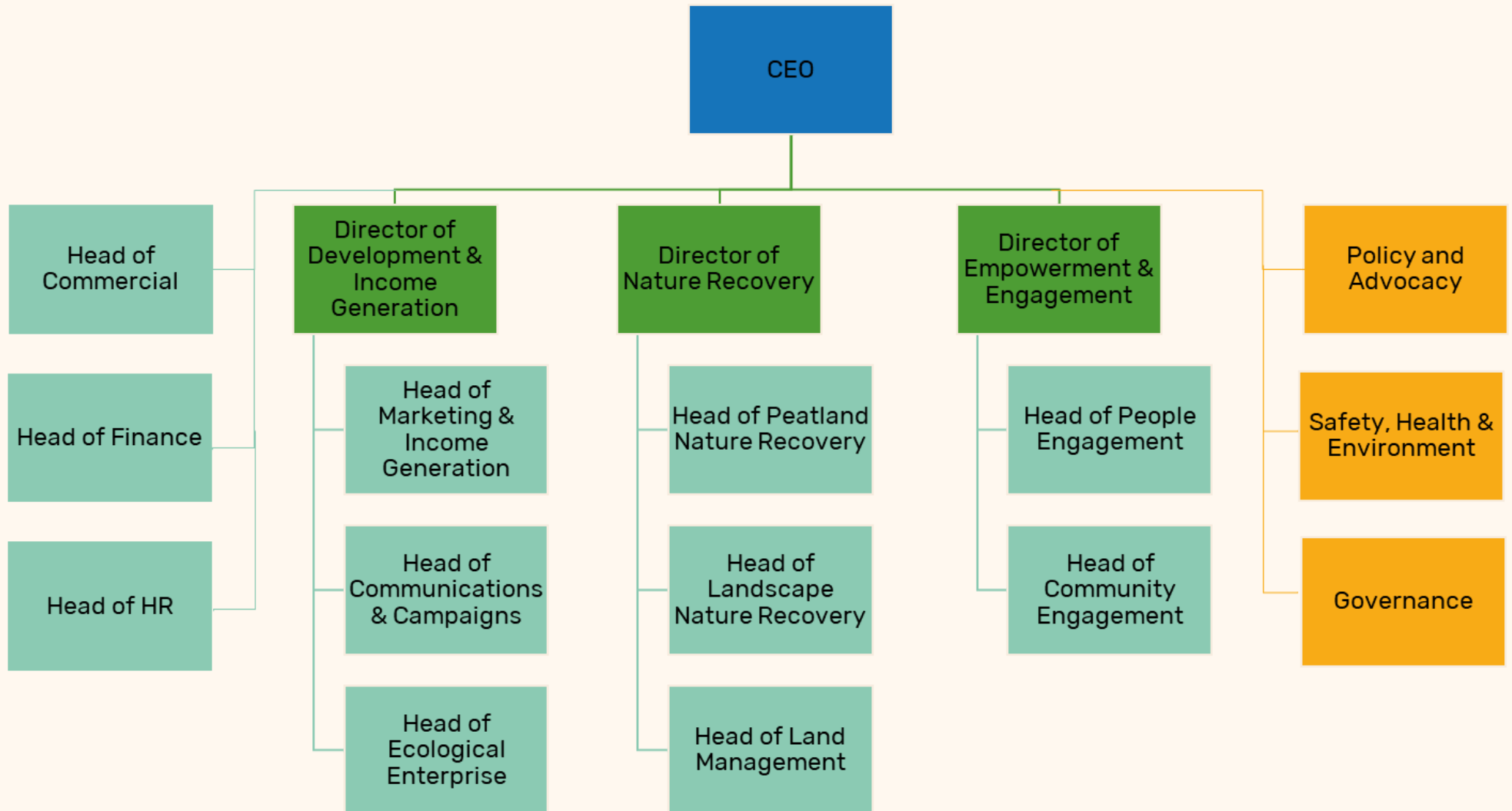
We foster a friendly, welcoming atmosphere where everyone is treated with respect and courtesy. We believe in the strength of our unity as one big team. Always ready to roll up our sleeves and help wherever it's most needed, regardless of the role.

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 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.

Brockholes is Lancashire Wildlife Trust's flagship nature reserve, a former quarry that has been transformed into a haven for birds, insects, mammals, plants and amphibians. Now a mosaic of wetland, woodland and grassland habitats, Brockholes is designed to introduce people to wildlife, educate the next generation and bring you closer to the nature on your doorstep. We are seeking a skilled, enthusiastic and energetic person who has a passion for wildlife to join our land management team and assist with the management and maintenance of Brockholes Nature Reserve and other sites around Lancashire when required.

Job Description

Post Title:

Nature Reserves Assistant Officer

Responsible to:

Nature Reserve Team Leader

Location:

Brockholes Nature Reserve, Salmesbury,
Lancashire, PR5 0AG

Hours of Work:

35 hours per week

Salary:

£ 24,676.49 per annum

Duration of post:

End of March 2027

Other:

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

PURPOSE OF POST

To support in the management of habitats and visitor infrastructure at Brockholes Nature Reserve and on a number of Nature Reserves primarily in Lancashire when needed.

To work with a range of partners, landowners, volunteers and contractors to ensure the positive management of habitats and species at Brockholes Nature Reserve.

KEY ROLES AND RESPONSIBILITIES

- Support with the day-to-day management of Brockholes Nature Reserve, undertaking conservation and access management works.
- Support with the review and coordination of the delivery of management plans for Brockholes Nature Reserve.
- Support with the supervision of contractors.
- Provide on-site supervision, support and training to volunteers carrying out practical conservation and other tasks.
- Work closely with other members of the Reserves, Land Management and Brockholes teams to ensure good communications and efficient use of staff time and equipment.
- Assist with the collation of biological records for LWT reserves, through liaison with volunteers, county recorders, and LWT staff.
- Be responsible for materials, tools and equipment, ensuring their transport or delivery to work sites and their security and maintenance.
- To assist in the implementation of the LWT Business Plan.

The post holder will:

- Undertake a wide range of conservation management tasks on a variety of conservation sites working as part of a team and on their own.
- Support with site, building and equipment maintenance and security.
- Use a variety of hand tools and driven tools and maintain them in good order.
- Work with a wide range of contacts both internally and externally, including:
 - o The Reserves, Land Management and Brockholes teams.
 - o LWT and RSWT staff.
 - o Contractors.
 - o Staff and officers from other bodies, including local government, NGO's and statutory bodies.
- Attend appropriate staff and team meetings.
- Maintain compliance with SHE procedures in a wide range of situations. Lone working will be a regular activity, and the post holder must be able to assess and monitor working conditions and act appropriately.
- Support with the planning, implement and management of site activities in order to ensure that conservation objectives are met.
- Act on own initiative while working within an agreed work programme.
- Regularly lead and provide on-site supervision of volunteers and volunteer groups with a range of backgrounds and ability levels.
- Work regular evenings and weekends as required.
- Travel regularly. A current full driving licence is required and the postholder must have access to a vehicle for regular travel.
- 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.
- To work as part of a team alongside staff & volunteers as required.
- 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

- Experience, either paid or voluntary, of practical conservation and / or estate management work
- Implementation of a range of practical land management, habitat management and/or infrastructure maintenance techniques. This should include familiarity and competence with using a range of hand tools
- Maintaining a safe working environment, including understanding the role and importance of method statements and risk assessments, and recognising and enforcing good working practice
- Record keeping and planning of tasks in a busy working environment
- Supervision of volunteers, either as a peer or as a supervisory staff member

Desirable

- Working with grazing animals
- Familiarity with a range of ecological surveys and biological recording in the UK

KNOWLEDGE

Essential

- Practical conservation and estate management techniques and practice
- Wildlife habitats, associated species and their management
- Current SHE regulations, including risk assessment

Desirable

- A relevant qualification at least equivalent to HND
- Wildlife surveying, monitoring and evaluation techniques

SKILLS

Essential

- Effective communication skills to a wide range of audiences
- Good organisational skills and be able to prioritise workloads effectively
- Leadership skills
- Proficient use of computer packages such as Microsoft

Desirable

- First aid at work certificate
- A full, clean driving licence

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 on own initiative and co-operate as part of a team
- Integrity, tact and diplomacy, particularly in dealing with members of the public
- A strong affinity with native UK wildlife/wildlife habitats
- A positive and mature approach demonstrating integrity, tact and diplomacy
- Willingness to be flexible and respond to changing circumstances

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 fixed term until March 2027. 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:	Sunday 20th September 2026
Interviews:	Wednesday 7th October 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.