



Job title:	Species Recovery Officer
Accountable to:	Head of Landscape Recovery
Responsible for:	Species recovery project development and delivery
Works with:	Landowners, farmers, Natural England

Overview

Shropshire Wildlife Trust (SWT) has a vision of a thriving natural world, where Shropshire's wildlife and natural habitats play a valued role in addressing the climate and ecological emergencies, and people are inspired and empowered to take action for nature. We combine projects across Shropshire (including Telford & Wrekin) with advocacy and campaigning to restore nature and to engage people. We manage over 40 nature reserves and more than 50 staff, 300 volunteers, and over 9000 members. SWT is an autonomous charity, but we are increasingly working collectively, as part of The Wildlife Trusts (TWT), to ensure that our local actions have a national impact and help to address global issues.

Objective of the job

This position will be fundamental to expanding the Trust's species recovery workstream, supporting achievement of our objective to have nature that is in recovery with abundant, diverse wildlife and natural processes creating wilder landscapes where people and nature thrive.

You will be responsible for managing a range of farm-based projects, including our district licensing pond creation scheme and our Hazel Dormouse Wild Highways scheme. Alongside existing work, there will be an expectation for you to develop new species recovery or reintroduction projects.

Shropshire Wildlife Trust are commissioned by Natural England to act as a Habitat Delivery Body for the Great Crested Newt District Level Licensing (GCN DLL) scheme. Shropshire Wildlife Trust are also working in partnership with farmer cluster groups in the Clee Hills and private business to deliver habitat connectivity at landscape scale for Hazel Dormouse. Sites for improvement will be identified and other sources of funding sought, such as EWCO; ELMS & SFI; to complement the existing capital budget. All projects require pre and post works monitoring, close liaison with the participating landowners and contract supervision for the selected contractor.

An important part of this project is to work with farmers and landowners to plan and deliver the practical work of creating and/or restoring habitats and assist the administrative process that supports the schemes.

Persuasive negotiation and communication skills are key. You will be someone who can inspire, influence and galvanise land managers to come together collectively and achieve positive environmental change throughout Shropshire and beyond.

Key results expected

1. Successful management and delivery of farm-based projects, including the district licensing pond creation scheme and Hazel Dormouse Wild Highways scheme
2. Development of new species recovery and reintroduction projects
3. Increased number of participating landowners in conservation schemes
4. Enhanced collaboration with farmer cluster groups and private businesses
5. Successful integration of various funding sources (e.g., EWCO, ELMS & SFI) with existing capital budgets
6. Improved ecological outcomes for target species

Key tasks

1. Assess initial enquiries and conduct field visits for scheme eligibility and ecological suitability
2. Liaise with landowners to secure agreements for habitat creation/restoration
3. Secure necessary permissions and prepare documentation for works
4. Secure and manage contractors for project delivery
5. Collate data and assist in report preparation for funders
6. Undertake GIS mapping tasks and produce various maps and plans
7. Prepare and submit progress reports for project monitoring within agreed deadlines
8. Participate in relevant Shropshire Wildlife Trust initiatives and programs
9. Develop new projects and work with the development team to secure funding
10. Build effective relationships with farmers, landowners and other third parties through excellent communication

While delivering this role, the postholder will need to work with due regard to Health and Safety, the General Data Protection Regulations, the Fundraising Code of Practice, Safeguarding and other policies and procedures.

All staff are expected to support and manage volunteers in the course of their duties and maintain and uphold the good reputation of the Trust.

Core skills (essential and desirable)

Essential:

- Ecological knowledge of a range of species with at least one specialism
- Knowledge of priority habitats and how best to conserve them
- A good understanding of relevant legislation in respect to nature conservation, agricultural regulations and health and safety
- Experience in surveying and monitoring a range of species
- An ability to negotiate and persuade tactfully to secure positive environmental outcomes on farms and private land
- Experience of applying for funding or grants
- Able to work under your own initiative, remaining focussed on long term goals
- Commitment to continuous professional and personal development
- Clean driving licence and access to own vehicle

Desirable:

- Relevant knowledge gained through experience in a similar role or a degree or equivalent qualification in Ecology, Countryside management or Agriculture
- Holder of a wildlife licence (Great Crested newt; Dormouse; Crayfish etc.)
- Experience in delivering conservation advice to farmers and other land managers on a range of environmental topics.
- Experience in project management, including budget management and compiling grant claims
- Experience in planning practical habitat interventions or surveys and managing the delivery of work through coordinating contractors
- Experience of managing client relations
- IT skills including GIS and Microsoft 365

Terms of Employment

Salary:	£29,400 – £30,000 depending on experience
Hours:	35 hours per week. Evening and weekend work may be required from time to time. Paid overtime is not available, but time off in lieu of hours worked will be given.
Pre employment checks:	The post does not require a DBS (Disclosure Barring Service) check. The successful applicant will need to provide proof of right to work in the UK and qualifications, presented at interview.
Probationary period:	Fixed Term Contracts up to 1 year = 2 months Permanent and Fixed Term Contracts 1 year or more = 6 months
Contract	Permanent
Holidays:	A full-time member of staff has 25 working days per annum in addition to normal public holidays. An additional day is added for each year's service up to a maximum total of 30 days holiday.
Pension:	After three months the employee will be eligible to join the Trust's group personal pension scheme and if they pay a minimum of 3% of salary the Trust will contribute 7% of salary to this scheme.
Notice Period:	During your probationary period, the period of notice for termination of your employment will be one week on either side. After successful completion of your probationary period the minimum period of notice is two months.
Place of Work:	The Cut, 193 Abbey Foregate, Shrewsbury, SY2 6AH
Home working	The Trust is committed to building a diverse workforce and has an Agile Working policy which will allow colleagues to work in a flexible manner.
Travel:	Pool vehicles are not normally available. You are required to have insurance to cover business use and a mileage allowance of 45p per mile will be payable from home or office as appropriate. If you use a pedal cycle, you may claim a mileage allowance of 20p per mile.
Training:	The Trust is fully committed to personal development and training. Employees have an annual appraisal and regular progress meetings.
Closing date:	12 noon on 2nd December
Interview dates:	11th and 12th December