



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



Recruitment Pack 2024

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.

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

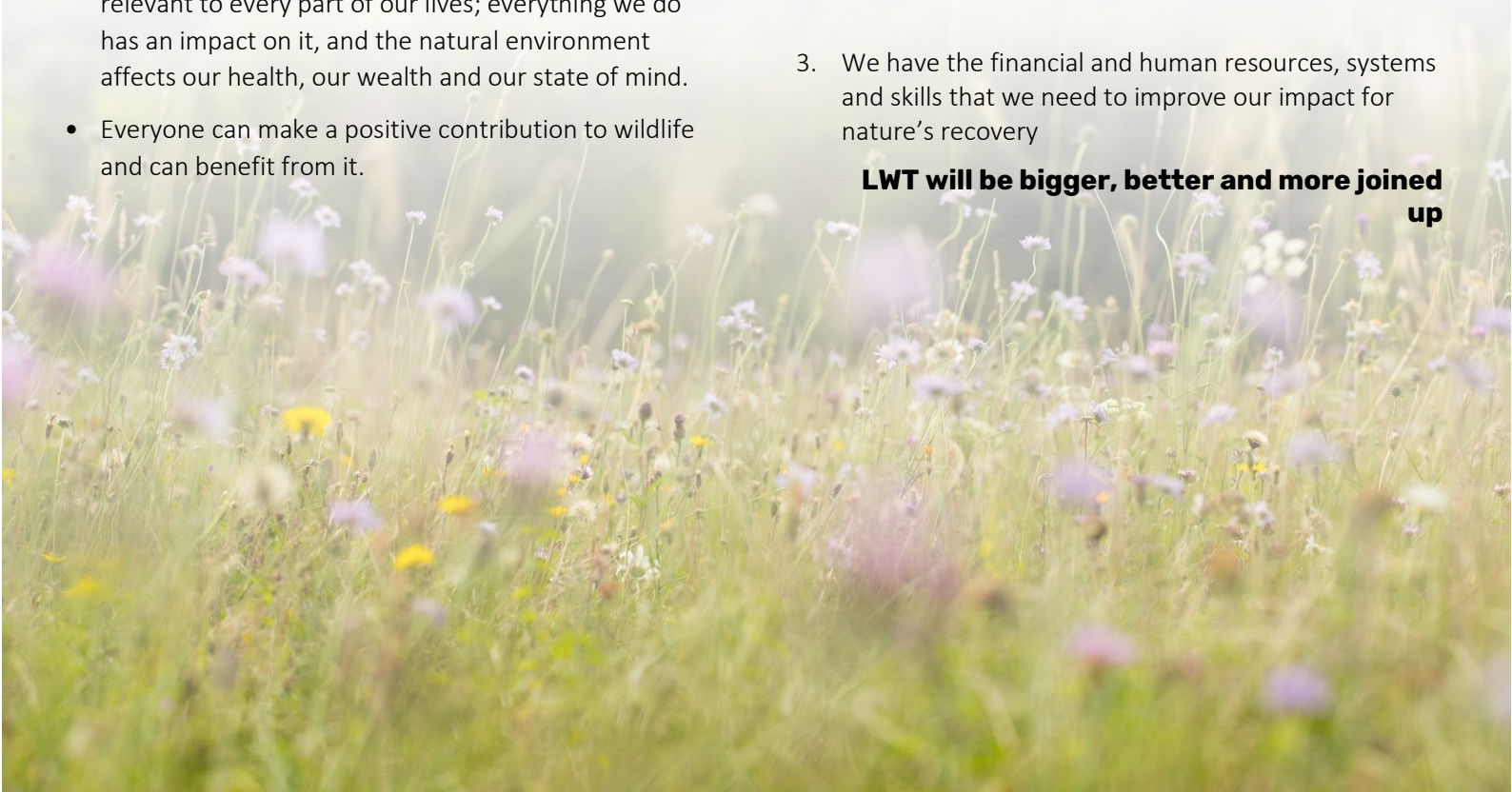
30% of land and sea is in recovery

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

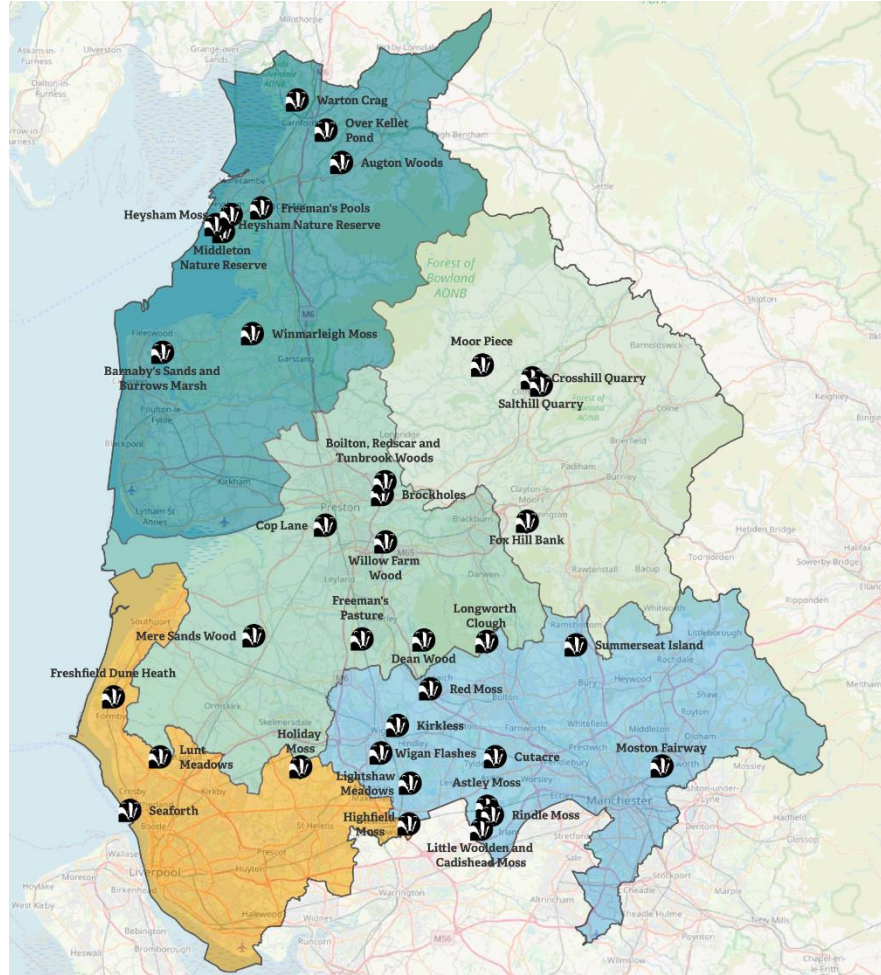


Our Reserves

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 peoples' 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

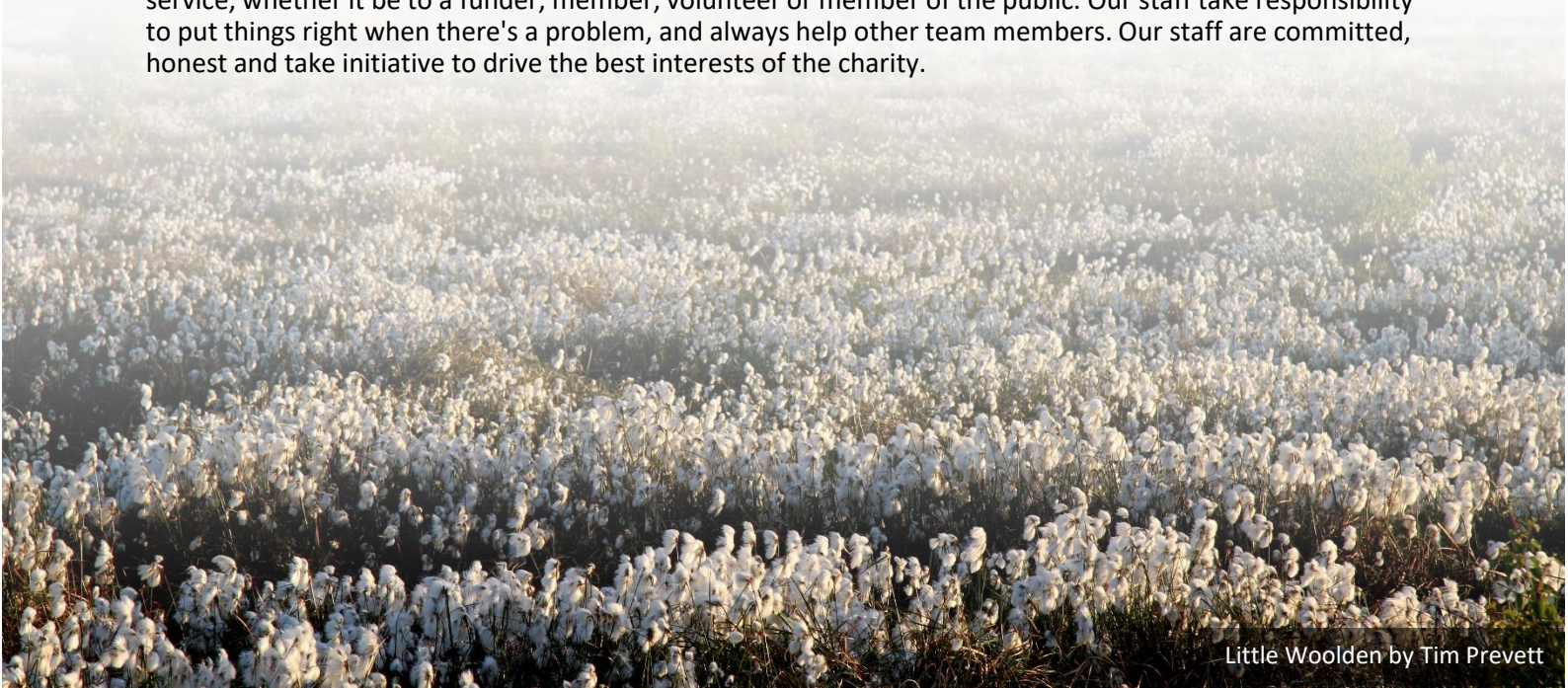
- A friendly, family atmosphere. Everyone is treated with the same level of respect and courtesy. The Chief Executive will often stop for a chat, and full staff meetings provide the chance to get to know others. We are one big team, and our staff are always ready to roll up their sleeves and help where it's most needed, regardless of their job role.

Passion

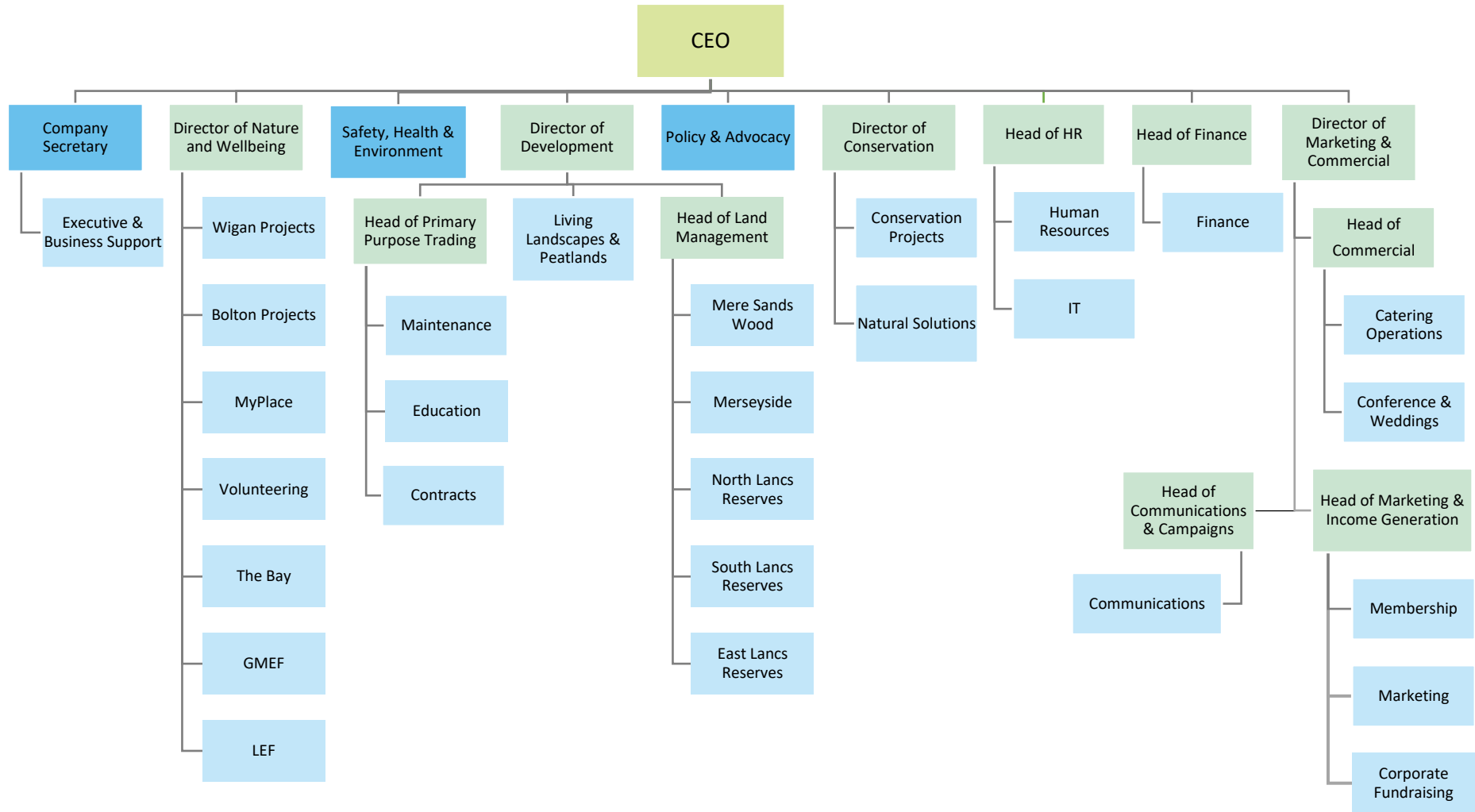
- Passion is at the very heart of every LWT team member. With a love of wildlife, a passion for helping make a difference, or a will to help and inspire others. From our staff to volunteers and our members, we have passion by the bucket load!

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.

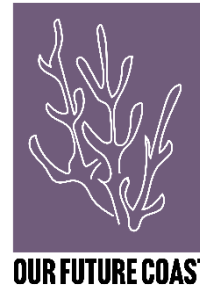


Lancashire Wildlife Trust Organisation Chart



About the project

This is a key role in the '[Our Future Coast](#)' (OFC) team and an exciting opportunity to be at the cutting edge of flood risk management on the North West Coast. You will be delivering saltmarsh restoration and monitoring as a crucial part of this innovative programme to test and develop nature-based solutions for coastal flood risk management. Engagement with key decision makers to secure their support for saltmarsh restoration is equally important.



Flood and coastal resilience innovation programme

Part of the £200m

Flood and coastal innovation programmes

This is one of 25 pioneering projects awarded funding by DEFRA (via the Environment Agency) under the Flood and Coastal Resilience Innovation Programme ([FCRIP](#)) to explore new approaches to tackle the threat of flooding and improve coastal resilience. In line with best practice, this requires a long-term partnership approach working together across disciplines with engineers, planners, farmers, historians, scientists etc. OFC places great importance on the engagement of local communities, with key stakeholders involved early and working as a team to build understanding and become champions for the approaches taken.

Coastal communities are at the forefront of the climate challenge. Our Future Coast recognises that it is unsustainable and undesirable to continue to pour concrete and place rocks on our coastlines, so we need to improve how we work with nature – using natural solutions such as saltmarsh and sand dunes as a coastal defence.

Saltmarsh is a vastly underappreciated habitat due to its muddy and often inhospitable terrain. The main impact of this project will be to raise the profile of this habitat, to help coastal communities to love this special green/blue space and to learn to look after it. Currently, 'green beaches' can be seen to be in conflict with tourism and recreational needs of local communities, so the postholder will need to work in partnership with business owners and decision makers to develop sustainable beach management strategies.

The Our Future Coast programme is developing a series of varied site-based projects along the North West Coast from the Wirral to West Cumbria. This role will focus primarily on the Lancashire saltmarshes, especially in Fylde. You will work closely with the OFC Site Monitoring Lead, the Lytham Saltmarsh Site Lead (Fylde Council), the OFC engagement team and with the [Fylde Sand Dunes Project](#), which adjoins the Fylde saltmarshes.

This role offers a valuable opportunity for a driven and practical individual to get hands on with saltmarsh restoration through the development of restoration plans, field surveys, and running of volunteer citizen science sessions (e.g. [MoRPh](#) & Mini Buoy installation). There is also opportunity to collaborate with other OFC partners and support their work. As one of the most important habitats in the race to net zero, there is an urgent need to raise awareness of the carbon storage/sequestration role of saltmarshes, green finance possibilities and their many other biodiversity & flood defence benefits and to share best practice, knowledge and scientific findings.

About you

We are looking for an individual who:

- Understands and is passionate about saltmarshes, their restoration and creation and their many benefits to society.
- Has a good understanding of 'nature-based solutions' such as natural flood management, carbon sequestration and Biodiversity Net Gain (BNG).
- Is willing to learn about evolving saltmarsh monitoring technologies and restoration techniques, then share that learning as best practice develops.
- Is a good communicator with a wide range of stakeholders and can explain the benefits of saltmarshes simply to non-experts to gain their support.
- Is willing to get stuck in on site, gathering the scientific evidence needed to prove the value of saltmarshes for carbon sequestration and storage and the related green finance opportunities. The site monitoring and restoration will range from simple practical interventions to the cutting-edge use of artificial intelligence & remote sensing under the direction of the OFC Site Monitoring Lead.
- Is well organised and can work independently but must also be able to team work effectively with a variety of Project Partners from different organisations.
- Enjoys leading volunteers and engaging them in citizen science opportunities and practical restoration activities.



Job Description



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

Post Title:

Our Future Coast Senior Saltmarsh Officer

Responsible to:

Our Future Coast Engagement Officer

Responsible for:

Volunteers

Location:

The Barn, Berkeley Drive, Bamber Bridge, Preston, PR5 6BY & Fylde Council Parks and Coastal Service FY8 3DP with travel around the Project area
(Hybrid working will be considered on request)

Hours of Work:

35 hours per week

Salary:

£27,797.00 per annum

Duration of post:

Fixed term to 31st March 2027

Funded by DEFRA through the Flood and Coastal Resilience Innovation Programme

Other:

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

PURPOSE OF POST

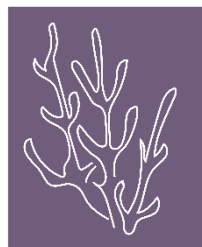
The OFC Senior Saltmarsh Officer will work collaboratively with the Our Future Coast Team and Project Partners, Fylde Council, stakeholders and decision makers to develop monitoring and saltmarsh restoration projects on selected sites across the Project area.

In addition, they will be responsible for undertaking monitoring/site assessments and recruiting/training volunteers to assist with fieldwork, monitoring and saltmarsh restoration. They will also work to inspire, engage and empower others, especially key decision makers to secure their support for saltmarsh restoration.

We envisage an 80/20 split between monitoring (Work Package 3) and engagement activities (Work Package 1).

KEY ROLES AND RESPONSIBILITIES

- To carry out effective monitoring and site evaluation (*e.g. positioning and monitoring of carbon sequestration measuring horizon markers, deployment of mini buoys and water quality assessment, sediment accretion monitoring*) under the direction of the OFC Site Monitoring Lead. Surveys will include vegetation/soil/water quality and UK-HABS condition assessments as well as natural capital baselining.
- To use the monitoring results to produce clearly-mapped saltmarsh restoration or creation plans, including the use of dredged materials.
- To support the development of natural capital assessment reports and disseminate that knowledge.
- To engage with key stakeholders, especially persons of influence such as local politicians and Councillors, to raise their awareness of saltmarsh restoration opportunities and to seek their involvement and share best practice.
- To recruit and train small numbers of skilled volunteers to assist with citizen science survey and monitoring e.g. MoRPh as well as practical site interventions designed to encourage saltmarsh restoration.



OUR FUTURE COAST



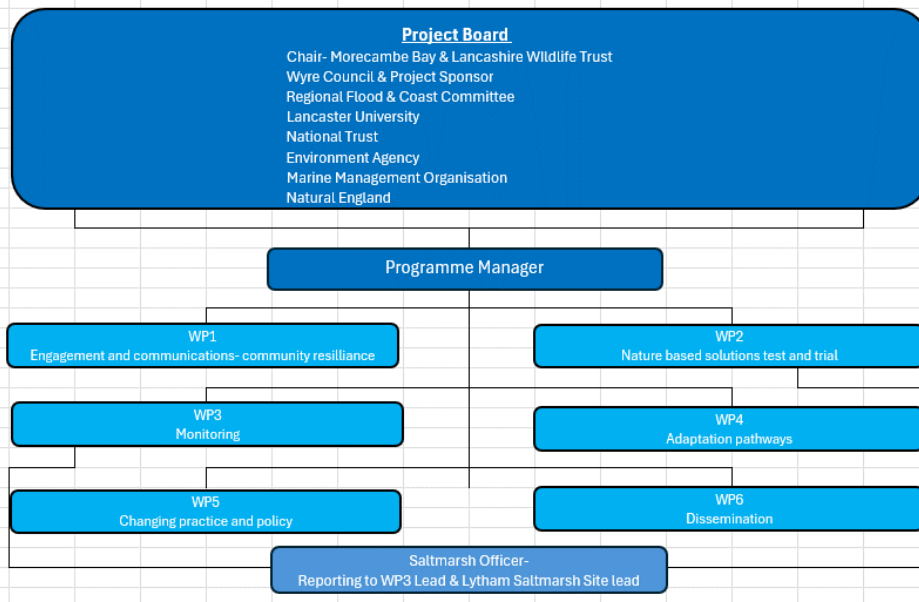
Department
for Environment
Food & Rural Affairs



Flood and coastal resilience innovation programme

Part of the £200m
Flood and coastal innovation programmes

Job Description



This is a new post, offering an exciting opportunity for an enthusiastic and motivated individual to further the work of Our Future Coast and maximise the efforts to protect and restore our precious saltmarshes. Funded by OFC, this post is hosted and line-managed by Lancashire Wildlife Trust, who are experienced in nature recovery advice and conservation land management, stakeholder engagement and green finance engagement and linked to a wide range of partners.

The postholder will work closely with the OFC Site Monitoring Lead (WP3), the Lytham Saltmarsh Site Lead (WP2) and the OFC Engagement Team (WP1). LWT already host the Engagement Officer (South) and our CEO chairs the ProjectBoard. Regular and effective team meetings (Microsoft Teams/face to face) are essential for programme management and delivery.

- The Senior Officer will be predominantly responsible for monitoring selected sites in conjunction with the Site Monitoring Lead to identify baseline conditions, restoration requirements, ongoing recovery evidence and data required for green finance options.
- Sharing the learning within the OFC partnership and wider stakeholders. This will include keeping accurate records of data collected, producing reports and assessments and presenting findings.
- The postholder will recruit and manage small numbers of volunteers to assist with citizen science projects and saltmarsh restoration/creation interventions
- Alongside the Our Future Coast Engagement Team, the postholder will engage with selected local stakeholders to improve their saltmarsh knowledge and secure their support for saltmarsh restoration.
- Occasional travel will be required across the OFC project area for project sites, meetings and events but mainly within Fylde. For these journeys, the officer will need access to a vehicle for which mileage allowance is paid as a vehicle is not provided for this post.
- 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 one year's practical land management and conservation experience working with a recognised conservation body, in either a professional or voluntary capacity.
- Experience of engaging, building relationships, and successful collaboration with a wide range of stakeholders; landowners, land managers, local politicians, statutory bodies, and charities to achieve shared outcomes.
- Practical experience of coastal habitats – assessment, survey, restoration, and management.
- Ecological field skills, particularly relating to coastal habitats.
- Working collaboratively with project partners/stakeholders

Desirable

- Experience of UK-HABS assessment and soil/water testing
- Networking with a diverse range of groups.
- Experience of overseeing and/or organising volunteer & public events to meet management/restoration targets on site.
- Producing reports
- GIS experience – creating maps or interrogating information from maps

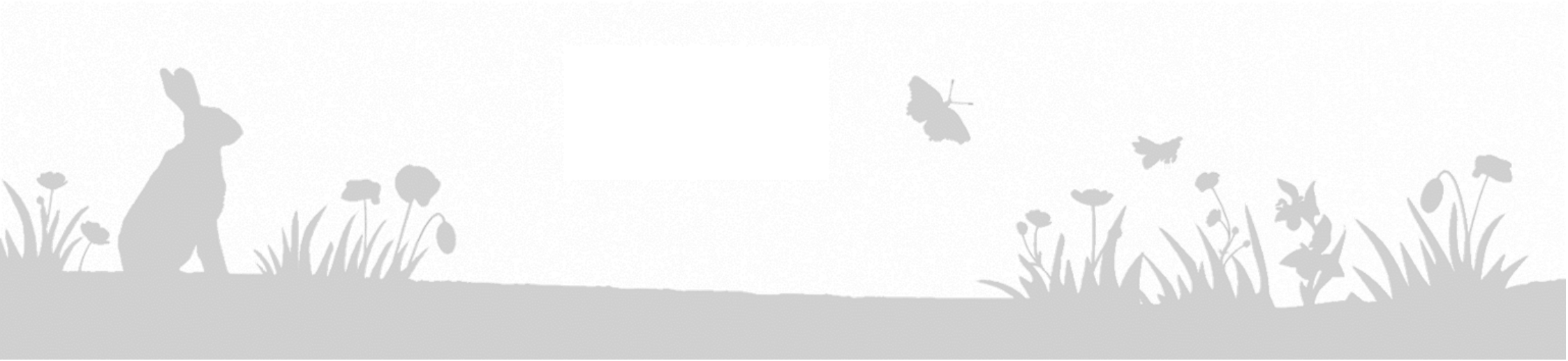
KNOWLEDGE

Essential

- Good level of knowledge of saltmarsh monitoring and conservation management techniques, including saltmarsh vegetation ID.

Desirable

- A degree in a relevant environmental discipline would be an advantage but not essential.
- Understanding of the objectives of Our Future Coast and who the partners are.
- Current knowledge of saltmarsh funding mechanisms.
- Knowledge of Lancashire's saltmarshes, their value, challenges and opportunities, restoration and management, and key stakeholders.
- Knowledge of coastal consenting processes and coastal policy.



SKILLS

Essential

- Good project skills, with an ability to set, prioritise and meet targets on time.
- Confident communicator with excellent interpersonal and advocacy skills, with the ability to disseminate information and influence a wide range of people, both internally and externally.
- Full UK driving licence and access to a vehicle as the role will require travel across the project area.
- Good ICT skills, including Microsoft Office and, ideally, GIS programmes.
- Clear written communication skills, with the ability to tailor written work to a wide range of audiences.
- Ability to work in partnership with other organisations, groups and individuals.
- Ability to manage, motivate and influence volunteers and project partners from a variety of sectors.
- Ability to work collaboratively with organisations with different motivators and goals to Our Future Coast without creating conflict.

Desirable

- Organising events, workshops or facilitated discussions and meetings.
- Able and willing to assist with practical management tasks, and work parties as relevant to the post.
- Working knowledge of digital media.

PERSONAL QUALITIES

Essential

- Commitment and enthusiasm to the Trust and its work.
- Commitment to the Trust's policy on Equality, Diversity and Inclusion.
- Commitment and enthusiasm for Our Future Coast and its aims to protect and restore our saltmarshes/sand dunes and coastal habitats.
- Excellent networking ability and able to build rapport quickly.
- Confidence with an assertive but friendly manner.
- 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.
- Willingness to be flexible, respond to changing circumstances and to assist with several tasks at short notice.
- 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.
- Demonstrates tact, diplomacy and integrity to build professional relationships with internal and external colleagues, and other organisations, groups and individuals.

Desirable

- Adaptable and versatile
- 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. 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 on a fixed-term 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 28 th October 2024
Interviews:	Week commencing 11 th November 2024

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.