



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

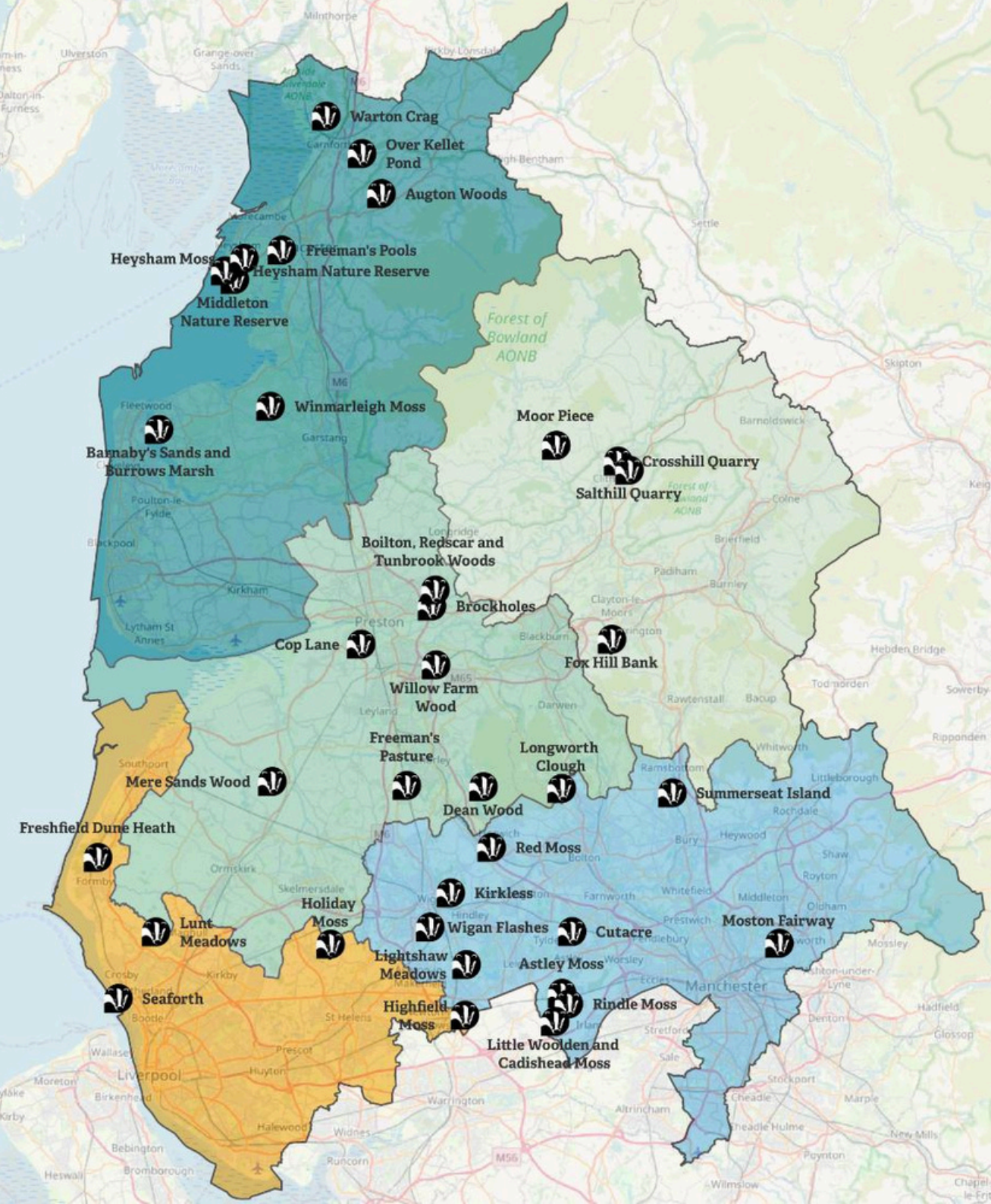
Our Nature Reserves

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

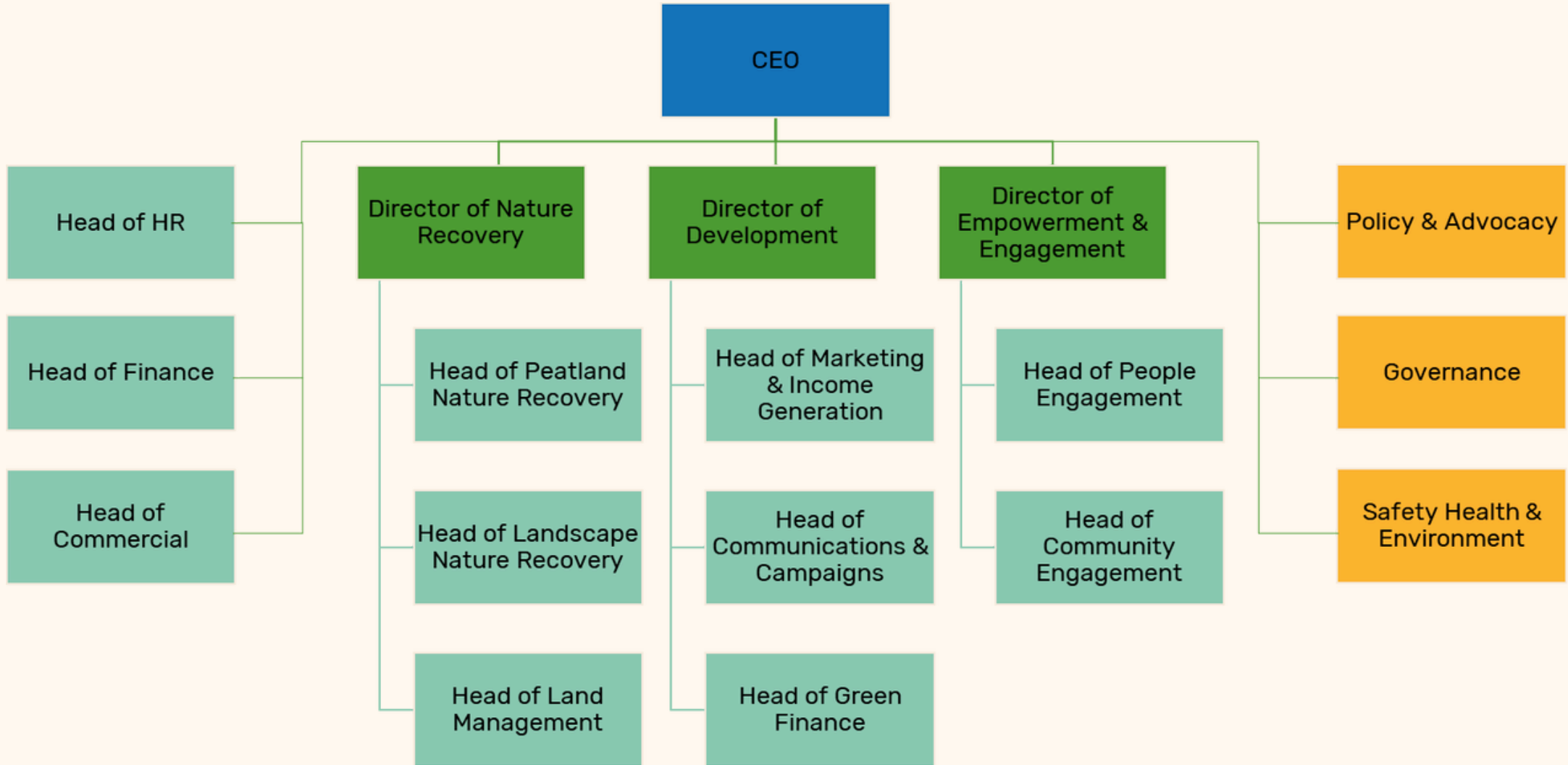
We foster a friendly, welcoming atmosphere where everyone is treated with respect and courtesy. We believe in the strength of our unity as one big team. Always ready to roll up our sleeves and help wherever it's most needed, regardless of the role.

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

We are looking for an enthusiastic and capable individual who can help deliver our Nature Recovery ambitions for the region.

The Wildlife Trusts' Strategy for 2030 includes 3 goals:

Goal 1: Nature is in recovery, with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive.

Goal 2: People are taking action for nature and the climate, resulting in better decision making for the environment at both the local level and across the four nations of the UK.

Goal 3: Nature is playing a central and valued role in helping to address local and global problems.

To support achievement of these goals, the Wildlife Trust for Lancashire, Manchester and North Merseyside aims 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 to connect people with nature and help them take action for wildlife, wherever they are.

We have set out plans to:

- develop landscape scale nature recovery focus areas;
- work with others to achieve a step change in delivery;
- help people be more connected to wildlife.

The Species Survival Fund is supporting a new project, Wet Willow Wildlife, in which Lancashire Wildlife Trust and The Conservation Volunteers will be working together to:

- Boost survival of wet willow species such as willow tit through creation of habitat corridors at a landscape scale
- Involve people and improve skills through surveying and habitat conservation volunteering opportunities
- Run a community engagement programme to connect more people with their local nature.

This project is funded by the Government's Species Survival Fund. The fund was developed by Defra and its Arm's-Length Bodies. It is being delivered by The National Lottery Heritage Fund in partnership with Natural England and the Environment Agency.

**SPECIES
SURVIVAL
FUND**



Funded by
UK Government

Heritage
Fund

Job Description

Post Title:

Wet Willow Wildlife Assistant Project Officer

Responsible to:

Wet Willow Wildlife Senior Project Officer

Location:

Environmental Resource Centre, 499-511 Bury Road, Bolton, BL2 6DH
(Hybrid working available)

Hours of Work:

35 hours per week

Salary:

£ 22,924.00 per annum

Duration of post:

End of February 2026

PURPOSE OF POST

As Wet Willow Wildlife Assistant Project Officer, you will support the project's aims to deliver habitat creation and restoration work across a landscape area to promote wet willow wildlife species abundance.

You will work as part of the project team to deliver the target outcomes. The role will focus primarily on species recovery activities covering all aspects of conservation sector capital projects, from preparation, planning and procurement to delivery, evaluation and reporting as well as long-term maintenance and management requirements.

You will assist with site survey planning and undertaking, using data to produce maps and information to refine and improve site delivery plans, as well as longer-term species abundance work planning, supporting the preparation for and supervision of the site-based habitat creation and restoration delivery work and helping with reporting on delivery process and achievements.

KEY ROLES AND RESPONSIBILITIES

- Assist with planning, programming and undertaking species and site surveys
- Help with survey data analysis and application for the purpose of refining site delivery plans and longer-term maintenance and monitoring plans
- Assist with planning and preparing for the delivery works on sites e.g. consents and licenses, refining scopes of work, tendering of works and contractor liaison
- Assist project team in overseeing delivery of interventions e.g. works inspection and reporting
- Support preparations for contracts for long term maintenance and management plans
- Project reporting and administrative tasks
- Contribute to project evaluation and learning

- Work with both the LWT Wet Willow Wildlife project staff and the TCV Wet Willow Wildlife Project Coordinator, and other experts as required, support the survey programme to assess delivery site species abundance baselines and to inform site delivery plans.
- Undertake surveys.
- Assist with survey data collation, recording, interpretation and use to produce outputs such as map-based information to help refine site habitat creation and restoration delivery plans.
- Support planning and preparation tasks for the habitat delivery phase such as helping ensure any necessary consents are in place and liaising with delivery contractors for both LWT and TCV project work.
- Assist project staff during works delivery periods.
- Help with planning of long-term maintenance and management plans.
- Support the Wet Willow Wildlife Senior Project Officer with tasks relating to the management of the project as required e.g. development of scopes of work, tendering of works and contractor liaison, contractor management processes, reporting, monitoring expenditure, planning and record keeping.
- Work with LWT Wet Willow Wildlife project staff to co-ordinate and lead volunteer habitat management tasks, using the LWT volunteer management system.
- Carry out other duties relevant to your post as reasonably required by your line manager.
- Undertake internal training as agreed with your line manager.
- As required, represent LWT and the Wet Willow Wildlife project in any dealings with stakeholders, partners and the general public.
- 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, volunteers, visitors, and others.
- Work as part of a team alongside staff and partners.
- Uphold the working values and expectations of the project, partners and Lancashire Wildlife Trust.

Person Specification

EXPERIENCE & KNOWLEDGE

Essential

- Wildlife conservation and management techniques
- Knowledge of UK wildlife flora and fauna
- Working on conservation or similar projects

Desirable

- Practical conservation experience
- Ecological surveying of species and habitats
- Ecological capital works involving contractors
- Wet Willow/Woodland-type ecosystems

SKILLS

Essential

- Good communication, both verbally and in writing for a wide range of audiences
- Good IT Skills
- Ability to work well using your own initiative and co-operatively as part of a team

Desirable

- Focus on achieving deliverables on time and to required standard
- GIS skills

PERSONAL QUALITIES

Essential

- Commitment and enthusiasm for the Wet Willow Wildlife Project and to the Trust and its work.
- Commitment to the Trusts policy on Equality, Diversity and Inclusion.
- Integrity and commitment-honest, with a work ethic and a real commitment to the values and aspirations of Lancashire Wildlife Trust
- Positive, creative & resilient-open to new ideas/learning & flexible in approach
- Organised with attention to detail
- Personable, able to build rapport and effective at working with others
- Full UK Driving license and access to own car

General Terms & Conditions

Holidays:	28 days per annum (increasing with length of service), plus bank holidays.
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 10-month 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:	Sunday 27th April 2025
Interviews:	Week commencing 28th April 2025

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.