



**Durham**  
**Wildlife Trust**  
From Tees to Tyne

# Links with Nature Engagement Officer

## Information Pack

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## About Durham Wildlife Trust

### *Our Vision*

Nature restored from Tees to Tyne

### *Our Mission*

To restore wildlife from the Tees to the Tyne with the backing of our members, supporters, partners and wider society; providing opportunities for participation, education and enhanced wellbeing.

### *Our Aims*

- Engage our members, supporters, partners and wider society in the restoration effort.
- Manage our nature reserves primarily for the benefit of wildlife and to the highest possible standards.
- Educate people and organisations about the importance and value of wildlife, encouraging them to take action to restore species and habitats and to support the work of DWT by becoming members and supporters.
- Deliver species and habitat restoration projects across land and sea that seek to maximize their effectiveness by operating at the largest possible scale, achieving greater than 30% of land for wildlife by 2030.
- Provide high quality visitor facilities that enable opportunities to engage people in wildlife restoration and encourage their active support and participation.
- Act as an advocate for wildlife to influence local and national government and wider society.
- Operate in a financially, socially, and environmentally sustainable way.
- Provide a high-quality working environment for a workforce that is representative of our region.

Durham is one of 46 local Wildlife Trusts across the whole of the UK, the Isle of Man and Alderney, all working together for an environment rich in wildlife for everyone. Across this federation of independent local charities there are 850,000 members, making the Wildlife Trusts the largest UK voluntary organisation dedicated to conserving the full range of habitats and species, whether they be in the countryside, in cities, or at sea.

Durham Wildlife Trust is a registered charity and company, with a Board of Trustees drawn from our membership. We are part of the local community, working to protect and enhance the natural environment of County Durham, Darlington, Gateshead, South Tyneside, and Sunderland.

We protect and restore nature, making a real difference for people and wildlife. Today we directly manage 50 nature reserves, deliver projects that provide solutions to the ecological and climate emergencies and offer opportunities for participation and learning to thousands of people every year.

To find out more...

[www.durhamwt.co.uk](http://www.durhamwt.co.uk) [www.wildlifetrusts.org](http://www.wildlifetrusts.org)



## Working for Durham Wildlife Trust

A grassroots organisation established by dedicated local volunteers, for over 50 years Durham Wildlife Trust has been the leading wildlife organisation in our region. Today our work is making a significant contribution to addressing the nature and climate emergencies and demonstrating the value of nature to society.

Successful candidates will be joining our passionate and talented team of ecologists, educators, influencers, fundraisers and skilled practical conservation officers and managers. To address the significant challenges faced by nature, we need to recruit and retain committed and talented people and support them to develop further. Durham Wildlife Trust is the leading organisation in environmental land management, nature conservation and re-wilding in our region only because of our dedicated staff team.

Durham Wildlife Trust owns or manages over 1200 hectares of land for nature, protecting and restoring rare and threatened habitats. The organisation is led by a Board of Trustees, who between them have the broad range of skills and knowledge needed to ensure effective governance. Vital support across all the Trust's activities is provided by more than 250 regular volunteers. The Trust believes strongly in partnership, and we work with major organisations to deliver landscape scale habitat improvements on land and at sea, including local authorities; government agencies, local businesses and other specialist environmental charities.

Over the next few years our charity will continue to grow, providing opportunities for a wide range of talented people as we increase our landholding and continue to develop Natural Capital and Nature Based Solutions to deliver climate change mitigation, biodiversity net gain (BNG) and other environmental improvements.

Central to the Durham Wildlife Trust staff journey is the ethos of personal and professional development. We don't just offer a fun and stimulating working environment, with a competitive salary, holidays and benefits package, we also provide access to a wealth of opportunities including:

- Accredited practical training courses in all aspects of safety, land management, re-wilding and ecology.
- Regular opportunities for vocational skills and knowledge development
- Engagement with partner organisations to further enhance knowledge and experience.

Durham Wildlife Trust is an inspiring and energetic place to develop your career and we welcome applications from anyone passionate about nature and its recovery. We are creating a work environment that's inclusive as well as diverse – where all our people can be themselves. Every idea, insight and perspective is valued, so that together we can unleash our collective natural genius and Bring Nature Back!

**Apply now. You can make a difference!**





and Community Sector Network. Links with Nature creates an opportunity to re-introduce Coalfield residents to these local greenspaces, increase use and create a sense of ownership and pride.

Our aim is to create a buzz and interest in these sites, through greater onsite activity such as volunteering, wildlife monitoring, walking and simply enjoying the spaces. By encouraging more people from the local area to be actively involved and enjoy the real health and well-being benefits from connecting with nature, the project will help to address local health inequalities.

Links with Nature is a partnership between Sunderland City Council, Durham Wildlife and Wear Rivers Trust. The two-year project has secured funding from the National Lottery Heritage Fund, Sunderland City Council, North East Community Forest and Northumbrian Water's Bluespaces Programme.

Further information can also be found on Durham Wildlife Trust's website [www.durhamwt.com/link-together](http://www.durhamwt.com/link-together)



## The Role

The Engagement Officer is a new role within the Links with Nature project team. The successful candidate will be playing a vital part in delivering the Trust's ambitious Links with Nature project working closely with individuals, communities and local stakeholders within the Coalfield.

The successful candidate will be a highly motivated, enthusiastic individual with experience of delivering community based environmental projects. They will be an excellent communicator with good ecological, wildlife and practical nature conservation knowledge that they can use to inspire individuals. They will need to have experience of planning and running wildlife focused community events and activities with a wide variety of audiences.

The Engagement Officer will play a vital part in working with and building relationships and trust amongst underserved communities. Their role will be to inspire them about their local greenspaces, encourage them to use them, get involved and take ownership. They will work closely with the Greenspace Officer to support delivery of practical projects and bring local groups and individuals on board as the project develops.

Green social prescribing will be an important route through which people will access the Links with Nature greenspaces. The Engagement officer will build and promote those different referral routes with partner organisations including: Sunderland GP Alliance, Washington Mind and Links for Life Sunderland. This will enable individuals to participate in nature-based activities and access a variety of health and well-being benefits. Therefore, the Engagement Officer, along with the rest of the Links with Nature team, will maintain and expand relationships with those organisations and ensure those pathways are in place.

The successful candidate will be working as part of a small team to deliver a set of common objectives over a set timescale. In addition, the successful individual will be flexible and responsive to changes and the project progresses.

## The Process

If you have any questions about the Engagement Officer role please contact Anne Gladwin: [agladwin@durhamwt.co.uk](mailto:agladwin@durhamwt.co.uk)

To apply for this post please complete the application form and submit it to [jobs@durhamwt.co.uk](mailto:jobs@durhamwt.co.uk). The closing date for applications is **5pm on Monday 27<sup>th</sup> May**. Interviews are likely to be held on **Tuesday 11<sup>th</sup> June** at Durham Wildlife Trust's Rainton Meadows HQ (DH4 6PU). Unfortunately, it will not be possible to respond to all applicants



## Job specification

### 1. Identification of Post

Post Title

Engagement Officer

Function

To lead on engaging and actively involving individuals and communities with Links with Nature.

Responsible To

Links with Nature Project Manager

Responsible For

Volunteers

### 2. Purpose of Post

1. To actively engage local communities from across the Coalfield with their local greenspaces.
2. To promote the role nature and greenspaces can play in supporting a healthier and more active lifestyle, in partnership with local stakeholders.
3. To work with the Links with Nature Project Manager, Greenspaces Officer and Hetton Park and Bogs Officer, to support the delivery of on-site work to improve the thirteen council owned greenspaces.
4. To provide people with greater appreciation and understanding of nature's needs so that they are better able to take action to address its decline.
5. To ensure, in partnership with Sunderland City Council, that thirteen Links with Nature greenspaces are presented in the best possible way to create safe, welcoming spaces that encourage residents to engage with nature.

### 3. Main Responsibilities

- To build relationships with a wide range of audiences across the Coalfield and encourage participation in Links with Nature .
- To deliver a programme of activities, as set out in the Activity Plan, in partnership with individuals and community groups, related to the natural environment on or close to the thirteen greenspaces.
- To support the implementation of the Evaluation Strategy and the collation of relevant data, with particular emphasis on recording the impact on health and well-being.
- To support communications activity related to the project as set out in the Communication Strategy.
- To contribute to the reporting of information to project partners and funders.



## People

- To work with the Coalfield's Voluntary and Community Sector Network to promote opportunities for involvement with Links with Nature.
- To plan and lead a programme of activities with target groups as set out in the Activity Plan across all thirteen Links with Nature greenspaces over the lifetime of the project.
- To work closely with colleagues to ensure that volunteers and all participants are well supported and receive a high-quality experience.
- To work with partner organisations, including Sunderland GP Alliance Washington Mind, and Links for Life Sunderland, to set up the referral routes for green social prescribing opportunities within Links with Nature .
- To liaise and work with partner organisations as and when required alongside the Links with Nature Project Manager, Greenspaces Officer and Hetton Park and Bog Officer.
- To support the Links with Nature observation Trainees and work with them, and colleagues within DWT, to plan opportunities to participate in engagement activities to ensure a broad range of experiences.
- To work closely with colleagues to ensure that trainees are well supported and mentored and receive a high-quality training experience.

## Greenspaces

- To support the delivery of habitat restoration and access improvement works across the 13 Links with Nature sites through community engagement and activity.
- To liaise closely with partner organisations during the delivery of Links with Nature including with relevant officers and ward councillors from Sunderland City Council, and staff from Wear Rivers Trust.
- To inform residents about works planned on site via site signage, social media content and community organisations.

## General

- Support the safe delivery of community activities as part of the Links with Nature Project.
- To collate data in relation to project delivery and contribute to quarterly NLHF monitoring as and when required.
- To represent Links with Nature at community events and various Community meetings, such as VCS network meetings.
- To deliver events and public relations to raise the profile of Links with Nature and Durham Wildlife Trust and promote opportunities for people to act to restore nature.
- To give talks and presentations about the project as and when required.
- To contribute to the management of Durham Wildlife Trust by providing information and expertise to management.
- To work closely with colleagues to ensure that the Links with Nature project's outputs and outcomes are delivered effectively and efficiently and promote the organisation in its best light.





- To ensure that the Trust's nature restoration activities are delivered safely, with due regard for all relevant legislation.
- To act as an advocate for the Trust's work at all times and support the work of colleagues when required.
- To pursue personal professional development, including attending training courses when required.
- To liaise with all Trust staff, honorary officers and volunteers on relevant issues.
- To attend meetings and events as requested.
- To conduct all other reasonable tasks as required by the Links with Nature Project Manager or senior management.

#### **4. General Terms and Conditions**

##### Tenure

This post is offered on a 24-month fixed term contract.

##### Salary

Starting salary £28,875

##### Pension

Employees will be automatically enrolled into the Durham Wildlife Trust pension scheme. Details of the scheme and contributions are provided in the DWT Policy – Remuneration and Benefits. Employees can decide to disenroll from the pension scheme if they choose.

##### Hours of Work

This is a full-time post. Normal working hours are between 9am and 5pm, with a 30 minute unpaid meal break. A normal working week is 5 days each week, equating to a 37 ½ hour working week. Weekend and occasional evening work will be required. The postholder will be expected to work some weekends as part of a rostered pattern of working.

##### Holidays

The number of days paid holiday per year is 25 days for a 37½ hour week, plus Bank and Statutory Holidays. If you start your employment during the leave year, the holiday entitlement will be calculated on a pro-rata basis depending on the number of completed months of service and hours worked.

After two years of continuous employment, you will be entitled to one extra paid day of leave per year worked up to a maximum of five extra days per year.

##### Place of work

Usual place of work will be Rainton Meadows, DH4 6PU.

The Trust is currently operating hybrid working arrangements, which may allow for a split between working from home and at a DWT office.



## 5. Person Specification

### Links with Nature Engagement Officer

Criteria	Essential	Desirable
<b>Education and Training</b>	Educated to degree level or equivalent in a relevant discipline, or substantial experience in a similar role.	Relevant community development or youth work qualification.
<b>Experience</b>	<p>Experience of meaningful community development and engagement activity, particularly in the environment sector.</p> <p>Experience of delivering wildlife focused community activities to a wide range of audiences.</p> <p>Experienced communicator, able to convey information clearly and succinctly to diverse audiences.</p> <p>Experience of engaging and inspiring individuals and organisations by delivering talks and events.</p> <p>Experience working collaboratively with people and organisations and managing relationships diplomatically.</p> <p>Experience of promoting community activities to build up new audiences</p>	<p>Experience of delivering a National Lottery Heritage Funded project and recording relevant data and information.</p> <p>Experience of working in underserved communities with high levels of deprivation and health inequalities.</p> <p>Experience of partnership working with a number of different organisation e.g. local authorities and health sector.</p> <p>Experience of being part of a project team.</p> <p>Experience of evaluating health and well-being projects.</p> <p>Experience of networking and making contact with other local groups and organisations.</p>
<b>Knowledge</b>	<p>Good knowledge of health and safety and safeguarding systems and principals</p> <p>Knowledge of local habitats and wildlife relevant to the Northeast of England</p>	<p>Knowledge of the nature conservation sector and a broad understanding of practical habitat management practices</p> <p>Knowledge of ecological surveying and monitoring methodologies.</p> <p>Knowledge of evaluation techniques</p> <p>Knowledge of promotional techniques such as social media and blogs.</p> <p>Knowledge of green social prescribing and the health benefits of access to nature and being actively involved in greenspace management.</p>
<b>Skills and Abilities</b>	<p>Good written and excellent verbal communication skills.</p> <p>Highly organised.</p>	Able to work on own initiative and develop opportunities, and see links for project development where appropriate



	<p>Excellent IT skills, with good proficiency with Microsoft Office suite and web-based applications. Ability to enthuse others about nature conservation.</p> <p>Ability to work to deadlines.</p> <p>Ability to multi-task with good attention to detail.</p> <p>Ability to create a safe and supportive working environment for colleagues and volunteers, demonstrating empathy and encouraging excellence.</p> <p>Ability to work effectively with colleagues, demonstrating a mutually supportive not competitive attitude.</p>	
<p><b>Other</b></p>	<p>A driving license and access to own vehicle for business use is essential as this post will require travel for business purposes.</p> <p>Appointment is dependent upon an enhanced DBS check.</p> <p>Weekend and occasional evening work will be required. The postholder will be expected to work some weekends as part of a rostered pattern of working.</p> <p>Durham Wildlife Trust operates a hybrid working model, and this role is eligible</p>	

