



Durham
Wildlife Trust
From Tees to Tyne

Links with Nature Greenspaces 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 Durham Wildlife Trust 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 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!



Links with Nature

Durham Wildlife Trust's vision includes:

- A thriving natural world, with wildlife and natural habitats playing a valued role in addressing the climate and ecological emergencies where 30% of land is actively managed to aid nature's recovery by 2030,
- Communities are inspired and actively involved in nature's recovery and enjoy wildlife as part of their everyday life and 1 in 4 people taking action for nature.

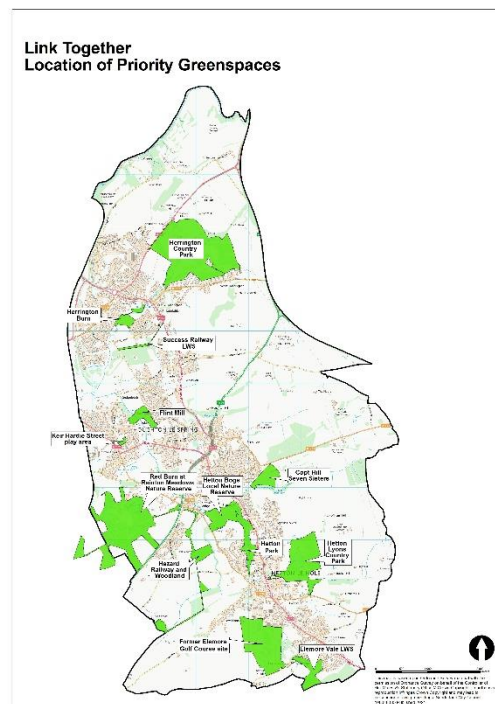
As a grassroots movement, Durham Wildlife Trust is firmly rooted in our local communities, looking after wild places, increasing people's understanding of and connection to the natural world. Access to nature can play a significant role in keeping people healthy and reducing health inequality.

Links with Nature aims to bring these elements together, by working with communities and partners to make significant changes to thirteen Council owned greenspaces in the Coalfield area of Sunderland. The greenspaces are varied in size, scale and habitat type and include country parks, a former golf course, nature reserves (designated as Local Wildlife Sites and one is a Site of Special Scientific Interest), disused railway lines, a park and areas of greenspace. They have a rich variety of habitats including woodland, grassland, scrub, ponds wetland and water courses and are important locally for various species including water vole and otter.

Proposals have been produced for each site to include:

- Habitat management which will improve conditions for wildlife and help its recovery,
- Access improvements to ensure sites are more welcoming and safer for residents, which will encourage greater participation and use by communities.

The Sunderland Coalfield is an area with underserved communities with high levels of deprivation, unemployment and health inequalities, including lower than average life expectancy, high levels of respiratory disease and a higher proportion of the population with disabilities. There is a post-industrial legacy of poor health and disconnection from the city of Sunderland. However, there is a strong sense of community and a good network of local groups co-ordinated through the Voluntary and Community Sector Network. Links with Nature is creating 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 greenspaces, through greater on site 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, Links with Nature can play part in helping 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

The Role

The Greenspaces 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.

The successful candidate will be highly motivated, enthusiastic individual with good ecological and practical nature conservation knowledge for example in woodland and grassland management. The Links with Nature project needs an individual with experience of delivering an ambitious practical programme of work implemented by contractors or directly by the Project Team with support from volunteers and Conservation Trainees. Links with Nature will be delivered over two years and the Greenspaces Officer will be expected to work to a specific work programme and meet tight deadlines. The Greenspaces Officer will have experience of working with contractors including appointing and overseeing delivery of work on site.

The Greenspaces Officer needs to have good interpersonal skills with experience of working with volunteers with a range of lived experiences. The Greenspaces officer will play a key role in recruiting, leading, managing and supporting volunteers who come to the project via different referral routes. Partner organisations, including Sunderland GP Alliance, Washington Mind and Links for Life Sunderland will be referring individuals to Links with Nature, for them to gain a variety of health and well-being benefits. Therefore, the Greenspaces Officer along with the rest of the Links with Nature team will help to maintain and expand relationships with a number of organisations and ensure those pathways are in place. The Greenspace Officer will manage the volunteer journey with Links with Nature to help them to build skills and confidence and signpost them onto other opportunities.



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 Greenspaces Officer role please contact Anne Gladwin: agladwin@durhamwt.co.uk

To apply for this post please complete the application form and submit it to jobs@durhamwt.co.uk. The closing date for applications is **5pm on Monday 27th May**. Interviews are likely to be held on **Monday 3rd 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

Greenspaces Officer

Function

To lead on the planning and delivery of a significant programme of habitat management and access improvements across the thirteen Links with Nature greenspaces

Responsible To

Links with Nature Project Manager

Responsible For

Volunteers

2. Purpose of Post

- To deliver a significant programme of practical conservation works as set out in each site Proposal Plan delivered by a combination of contractors and volunteers.
- To provide good ecological knowledge and practical habitat management insight in order to support the delivery of Links with Nature
- To build up a group of motivated, enthused and skilled volunteers to help deliver Links with Nature and who will take ownership of the local greenspaces.
- To work with the Links with Nature Project Manager, to oversee on-site work delivered by local contractors and in partnership with Sunderland City Council.
- To provide local communities with greater appreciation and understanding of nature's needs, so that they are better able to take action to address its decline.
- To ensure, in partnership with Sunderland City Council, that the 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 lead on the programming and delivery of habitat restoration and access improvement works across the Link Together greenspaces.
- To lead volunteers on practical tasks that support delivery of habitat restoration and habitat improvements.
- To work as part of the Links with Nature team to support the overall implementation of Links with Nature.

People

- To work with the Coalfield's Voluntary and Community Sector Network (VCSN) to promote opportunities to volunteer with Links with Nature.



- To plan and deliver a regular programme of practical conservation tasks with the Conservation Trainees and volunteers across all thirteen Links with Nature sites over the lifetime of the project.
- To recruit, lead and develop volunteers involved with Links with Nature and integrate the volunteers into the wider DWT volunteer network.
- To ensure that volunteers are well supported and receive a high-quality experience.
- To support the Conservation Trainees with the development of their skills and knowledge
- 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 Link Together.
- To support volunteers who have come via a social prescribing route into Links with Nature.
- To liaise and work with partner organisations as and when required, alongside the Links with Nature Project Manager and Engagement Officer.
- To lead and support the Links with Nature Conservation Trainees and work with them, and colleagues within DWT, to plan training and development.
- To work closely with colleagues to ensure that trainees are well supported and mentored and receive a high-quality training experience.
- To carry out necessary collection and collation of data to support the evaluation of Links with Nature.

Greenspaces

- To lead on the programming of habitat restoration and access improvement works across the thirteen Links with Nature sites following Site Proposal Plans.
- To support tendering and letting of contracts for the delivery of works on project sites.
- To oversee and manage contractors whilst site and ensure work is carried out to the specification and is good of quality.
- To carry out regular site visits and inspections on site to monitor change and impact.
- 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 Wear Rivers Trust.
- To inform residents about works planned on the various greenspaces via site signage, social media content and community organisations.

General

- Support the safe delivery of the volunteer 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 support evaluation of Links with Nature, as and when required.
- To represent Links with Nature at community events and various Community meetings, such as VCSN meetings and Fundays.



- To deliver events and public relation activities to raise the profile of Links with Nature and Durham Wildlife Trust and promote opportunities for people to act to restore nature.
- To communicate and promote Link Together as set out in the Communications Strategy.
- 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 colleagues and senior 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 Link Together 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

Greenspaces Officer

Criteria	Essential	Desirable
Education and Training	Educated to degree level or equivalent in a relevant discipline, or substantial experience in a similar role.	Membership of a relevant professional body. Role specific vocational qualifications. D1 driving license entitlement permitting driving of a minibus. Certificates of competency in use of chainsaw, brush cutter and use of pesticides.
Experience	Experience of recruiting, managing and coordinating volunteers, ideally in a nature conservation role. Experience of leading practical conservation tasks with volunteers of varying abilities and experience. Experienced communicator, able to convey information clearly and succinctly to diverse audiences. Experience of delivering practical nature conservation projects including habitat management and access improvements within in a tight timescale Experience of engaging individuals and organisations by delivering talks and events. Experience working collaboratively with people and organisations and managing relationships diplomatically.	Experience of delivering a National Lottery Heritage Funded project and recording relevant data and information. Experience of managing land for nature conservation. Experience of working in underserved communities with high levels of deprivation and health inequalities. Experience of partnership working with a number of different organisation e.g. local authorities and health sector. Experience of being part of a project team. Experience of evaluating health and well-being projects. Experience of working with and managing contractors to deliver practical land management projects.
Knowledge	Knowledge of the nature conservation sector and a good understanding of practical habitat management practices, particularly woodland and grassland management . Good knowledge of health and safety and safeguarding systems and principals.	Knowledge of ecological surveying and monitoring methodologies. Knowledge of engagement and education techniques and how to monitor their effectiveness. Knowledge of green social prescribing and the health benefits of access to nature and being actively involved in greenspace management.



	<p>Knowledge of species and habitats relevant to the North East of England, particularly Sunderland</p>	
<p>Skills and Abilities</p>	<p>Good written and excellent verbal communication skills.</p> <p>Highly organised.</p> <p>Excellent IT skills, with good proficiency with Microsoft Office suite and web-based applications.</p> <p>Excellent practical nature conservation skills</p> <p>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>Able to work on own initiative and develop opportunities and see links for project development where appropriate</p>
<p>Other</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>	

