



Durham
Wildlife Trust
From Tees to Tyne

APPLICANT PACK

HEAD OF NATURE RECOVERY

March 2025



About Durham Wildlife Trust

Our Vision

Nature restored from Tees to Tyne

Our Mission

To deliver nature's recovery from the Tees to the Tyne with the backing of our supporters, partners and wider society; providing opportunities for participation, education and enhanced health and wellbeing.

Our Goals

Nature in Recovery

- 40,000ha of additional land improved for nature and the restoration of natural processes to achieve 30 by 30.
- 1000ha of this to be additional land managed by Durham Wildlife Trust.
- Robust local metrics and data gathering to monitor progress.
- Exemplary land management across our own estate.

Meaningful Action

- Adopting a community organising approach that focuses on local communities.
- Embracing supporters of all kinds and diversifying our audiences.
- Providing improved visitor destinations.
- Growing our public profile, partnerships and influence to bring about real change.

Nature-based Solutions

- Durham Wildlife Trust is the local leader in Biodiversity Net Gain and other natural capital solutions.
- An evidenced-based well-being focus across our activities.
- Delivering projects that deliver multiple benefits - natural flood management, carbon sequestration, eco-tourism, improved water quality.

The Organisation

Durham Wildlife Trust is part of a national federation of independent charities working for wildlife across the UK, that are collectively known as The Wildlife Trusts.

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, who believe that we need nature and nature needs us. We have more than 940,000 members, over 39,000 volunteers, 3,600 staff and 600 trustees. Each of the 46 individual Wildlife Trusts is a place-based independent charity with its own legal identity, formed by groups of people getting together and working with others to make a positive difference for wildlife and future generations.



Durham Wildlife Trust operates across County Durham, Darlington, Gateshead, South Tyneside and Sunderland. The organisation is led by a Board of Trustees drawn from its membership, 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 500 active volunteers. The Trust believes strongly in partnership and we work with a wide range of organisations to deliver our goals.

For over 50 years the Trust has protected and restored nature, making a real difference for people and wildlife. Today we own or manage over 1300 hectares across more than 50 sites, protecting rare and threatened habitats and species and delivering nature's recovery at a landscape scale. We deliver projects that provide solutions to the ecological and climate emergencies and offer opportunities for participation and learning to thousands of people every year.

Over the next few years our charity will continue to grow, providing opportunities for a wide range of talented people to join us to deliver our *Strategy 2030*. By 2030 Durham Wildlife Trust aims to deliver 30% of land and seas for nature, with people taking meaningful action and nature based solutions delivering for society. To achieve those aims we will deliver our existing work to the highest possible standards and develop innovative new approaches.

Working for Durham Wildlife Trust

Durham Wildlife Trust is the leading organisation in environmental land management, nature conservation and rewilding in our region because of its dedicated staff.

Successful candidates will be joining our passionate and talented team and we recognise that to address the significant challenges faced by nature we need to recruit and retain the best people, and support them to develop further.

Central to the Durham Wildlife Trust staff journey is the ethos of personal and professional development. We offer a fun and stimulating working environment, with a competitive salary, holidays and benefits package -

- Staff welfare package, including access to online GP appointments for you and your family.
- Access to the unrivalled training and development opportunities available across the Wildlife Trusts national federation, as well as training provision by Durham Wildlife Trust.
- Flexible and hybrid working arrangements.
- Relocation allowance.
- Years of services accrued at another Wildlife Trust count towards holiday entitlement.

Durham Wildlife Trust is an inspiring and energetic place to develop your career and we welcome applications from anyone who wants a role that makes a difference. 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.



About This Role

Now is a crucial time in Durham Wildlife Trust's development. Our vision is to see nature restored from Tees to Tyne and the Head of Nature Recovery will play a leading part, not just within DWT, but across the sector.

This is a multi-faceted role that will use both traditional and innovative new approaches to deliver nature's recovery. Traditional includes overseeing the management of the charity's existing nature reserves, which include sites of national significance; innovative might be developing new approaches to significantly increase the area of land managed for wildlife across the DWT area, whether by the Trust or others.

Over the last five years Durham Wildlife Trust has grown significantly, doubling the area of land managed. To see nature restored from Tees to Tyne that trend needs to continue, as well as the Trust influencing others to manage their land in a different way. The Head of Nature Recovery will lead on both approaches and work with colleagues to ensure that the finance is in place to deliver what's needed.

As well as land based solutions to the ecological emergency, the Head of Nature Recovery will be responsible for developing the species and habitat projects and initiatives needed to increase the diversity and abundance of wildlife across the region, in both marine and terrestrial environments.

Accurate and up to date data is essential to inform the nature recovery process, and this role will also work with colleagues across the Trust to ensure that data gathering, analysis and reporting is in place and of a high standard. Embracing digital is one of the strategic transformations that will support delivery of the DWT strategy and the Head of Nature Recovery will be tasked with making best use of new technologies to improve the efficiency and effectiveness of the Trust's work.

Durham Wildlife Trust is looking for an individual with the ecological knowledge, leadership skills and ambition to deliver nature's recovery across the DWT region. It will be a challenging task, but one that provides the opportunity to make a meaningful and lasting difference.

The Process

If you would like to find out more, in the first instance please contact Jim Cokill, Trust Director, by email - jcokill@durhamwt.co.uk

To apply for this post please complete the application form and also provide a personal statement setting out your suitability for the role. The statement must be a maximum of two sides of A4. Form and statement to be submitted to Jim Cokill using the email given above. The closing date for applications is 5pm on 30th April 2025.



Initial online interviews for shortlisted candidates are likely to be held week commencing 5th May via Teams. For those selected, formal face to face interviews are expected to be held week commencing 12th May at Durham Wildlife Trust's Rainton Meadows HQ (DH4 6PU).



Job Description

Post title: Head of Nature Recovery

Responsible to: Trust Director

Responsible for: Reserves Manager, Ecology Manager, project roles

Purpose of Post

- To provide leadership across the Trust's nature recovery activity.
- To oversee and steer existing nature recovery activity, including land management, influencing management by others and project work.
- To develop new projects and initiatives that deliver nature's recovery.
- To encourage active public participation in the Trust's work.

Responsibilities

- To take ownership of relevant sections of the DWT Strategy, assuming responsibility for the delivery of objectives and targets.
- To provide leadership and line management for staff - developing work plans, appraising performance and supporting their professional development.
- To provide management oversight across the wider nature recovery team.
- To ensure that DWT's nature recovery work integrates with national, regional and local strategies.
- To ensure that land management activity is correctly planned, fulfils all ecological objectives and meets legal requirements.
- To engage with partners on joint work to deliver nature recovery.
- To develop projects and initiatives that deliver nature's recovery, and public engagement in that work, across the DWT area.
- To ensure that systems are in place to monitor the effectiveness of the Trust's work, in terms of both ecology and engagement of individuals and organisations.
- To work with colleagues to ensure that budgets and budget monitoring and reporting processes are in place across the nature recovery team.
- To work with colleagues to secure the finance needed to deliver the Trust's aims and objectives, including continuing existing work on green finance opportunities.
- To work with colleagues to ensure legal and policy compliance relevant to the role.
- To investigate potential new income streams for Durham Wildlife Trust, based on utilising the Trust's expertise in land management.
- To pursue personal professional development, including attending training courses as/when required.
- To liaise with all Trust staff, Trustees and volunteers on relevant issues.
- To attend meetings and events as requested.
- To carry out all other reasonable tasks as required by the Trust Director.



- To contribute to the management of Durham Wildlife Trust by providing information and expertise to the Trust Director and Trustees, including preparation and monitoring of budgets.

General Terms and Conditions

Salary: Starting salary £41,500 per annum.

Pension: Employees will be automatically enrolled into the Durham Wildlife Trust pension scheme. Employees can decide to disenrol from the pension scheme if they choose. Minimum employee contribution 3% of salary and employer contribution 6% of salary.

Holidays: The number of days paid holiday per year is 25 days for a 37½ hour week exclusive of 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.

Years of service in another role at Durham Wildlife Trust, or any other Wildlife Trust (including RSWT), will count towards holiday entitlement.

Place of work: Usual place of work will be Rainton Meadows, Houghton-le-Spring, DH4 6PU. You may be required to work from other DWT premises at the discretion of Trust management.

Durham Wildlife Trust currently operates hybrid working arrangements, with a mix of office based working and working from home as set out in a rota.

Hours: Normal working hours are 9am to 5pm, 5 days each week (with 30 a minute meal break), equating to a 37½ hour working week. The Trust is happy to consider flexible working arrangements. Occasional evening and weekend work will be required.



Person Specification

Criteria	Essential	Desirable
Education and Training	<p>Relevant degree or equivalent.</p> <p>A full UK driving license and use of own vehicle for work purposes.</p>	<p>Relevant postgraduate qualification.</p> <p>Hold membership (or be working towards membership) with CIEEM or equivalent professional body.</p>
Experience	<p>Significant relevant experience, likely to be demonstrated by at least 5 years' employment in the environment sector.</p> <p>Experience of line managing staff.</p> <p>Experience of project development and management.</p> <p>Experience of land management and associated monitoring techniques relevant to delivery of nature recovery.</p> <p>Experience of engaging external stakeholders in your work.</p> <p>Experience of representing your employer at external meetings.</p> <p>Experience of report writing.</p> <p>Experience of communicating with the public – written articles, blogs and public speaking.</p>	<p>Experience of managing a team within an organisation.</p> <p>Have experience of using GIS – preferably ArcGIS</p> <p>Using Microsoft 365 apps.</p>
Knowledge	<p>Excellent knowledge of habitats and species relevant to the UK.</p> <p>Knowledge of funding streams relevant to nature recovery.</p> <p>Knowledge of legislative requirements relevant to the role.</p> <p>Understand the UK nature</p>	<p>Excellent knowledge of habitats and species relevant to North East England.</p> <p>Knowledge of Health and Safety and Safeguarding risks relevant to the role and management of those risks.</p>



	<p>conservation sector and the organisations that operate within it.</p> <p>Knowledge of land management techniques required to deliver ecological outcomes.</p>	
Skills and Abilities	<p>Leadership abilities.</p> <p>Ability to communicate technical information to non-expert audiences.</p> <p>Ability to interpret and evaluate data to inform plans and strategies.</p> <p>Ability to negotiate and work productively with partners.</p> <p>Ability to organise your own workload effectively and work largely under your own initiative, as well as part of a team.</p> <p>Excellent written and verbal communication skills.</p> <p>Ability to plan and manage work programmes and budgets.</p>	
Personal	<p>Highly motivated and enthusiastic.</p> <p>Can work to tight deadlines and under pressure when required.</p> <p>Tactful and diplomatic; respectful of others.</p> <p>Able to work occasional weekends, Bank Holidays and evenings.</p>	<p>Entrepreneurial – can identify opportunities and seek out and implement new ideas.</p>

Please Note –

- Durham Wildlife Trust takes its Safeguarding responsibilities extremely seriously. Information on our commitment to safeguarding and safeguarding policies is available on the Trust's website. The successful applicant for this role will be subject to a Basic Level DBS check that will be repeated every three years. Any offer of employment made in relation to this role will be subject to satisfactory DBS check.
- The Head of Nature Recovery will be required to fulfil a Duty Manager role on a rota basis, acting as an out of hours contact in case of emergency.



Relevant Policies

Please read the policy information below before completing your application.

Safeguarding

Durham Wildlife Trust (DWT) is committed to safeguarding and promoting the welfare of all vulnerable adults, and children and young people engaged in the breadth of its activities. DWT acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse or neglect.

DWT implements the approved disclosure procedure for criminal record checking through the Disclosure and Barring Service for all staff and volunteers who work regularly with children or adults at risk.

In doing so, DWT will ensure that they comply fully with the DBS Code of Practice and its obligations under the General Data Protection Regulations and any other legislation pertaining to the safe handling, use, storage, retention and disposal of Disclosures and Disclosure information. We require the applicant's consent before requesting this check.

Employing ex-offenders

This written policy on the recruitment of ex-offenders is made available at the start of the recruitment process to all applicants for roles requiring a Disclosure and Barring Service check.

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), Durham Wildlife Trust complies fully with the [code of practice](#) and undertakes to treat all applicants for positions fairly.

Durham Wildlife Trust undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

Durham Wildlife Trust can only ask an individual to provide details of convictions and cautions that Durham Wildlife Trust are legally entitled to know about. A DBS certificate at either standard or enhanced level can legally be requested where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended and, where appropriate, Police Act Regulations as amended.

Durham Wildlife Trust can only ask an individual about convictions and cautions that are not protected.

Durham Wildlife Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation,



responsibilities for dependants, age, physical/mental disability or offending background.

Durham Wildlife Trust actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.

Durham Wildlife Trust select all candidates for interview based on their skills, qualifications and experience.

An application for a criminal record check is only submitted to DBS after an assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.

At interview, or in a separate discussion, Durham Wildlife Trust ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

Durham Wildlife Trust makes sure every subject of a criminal record check submitted to DBS is aware of the existence of this policy and makes a copy available on request. Durham Wildlife Trust undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

