



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

## **JOB PACK**

Engagement Officer (Wellbeing)

Salary: £30,633.00 per annum – pro-rata

Location: Rainton Meadows, DH4 6PU

25 hours per week / 15 Months Fixed Term

Closing date: 9am Wednesday 24<sup>th</sup> June 2026

For more details contact:

Emily Routledge, [eroutledge@durhamwt.co.uk](mailto:eroutledge@durhamwt.co.uk)





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## About Durham Wildlife Trust

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### 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 (30 % of land and sea by 2030)

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

### Meaningful Action (1 in 4 people involved)

- Adopting the 'Team Wilder' approach and a sub-region operational model based on local communities.
- Embracing supporters of all kinds and diversifying our audiences.
- Providing improved visitor destinations.
- Growing our public profile, operational partnerships and influence to bring about real change.

### Nature-based Solutions (nature central to solving local and global problems)

- Durham Wildlife Trust is the local leader in Biodiversity Net Gain and other natural capital solutions.
- There will be an evidenced-based well-being focus across our activities.
- We will have a strategic approach to projects with nature-based benefits to highlight natural flood management, carbon sequestration, eco-tourism, water quality benefits (e.g. as realised by the Great North Fen).

### The Organisation

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 900,000 members, over 39,000 volunteers, 3,600 staff and 600 trustees.

## About Durham Wildlife Trust

**Durham is one of 46 Wildlife Trusts, part of a national federation. Each Wildlife Trust is a place-based independent charity with its own legal identity. Trusts encompass groups of people working together to make a positive difference to wildlife and for future generations, starting where they live and work.**

Durham Wildlife Trust operates across communities in County Durham, Darlington, Gateshead, South Tyneside and Sunderland. The organisation is led by a Board of Trustees, drawn from its membership, with a broad range of skills and knowledge to ensure effective governance. 250 regular volunteers provide vital support across all activities and strong partnerships assist the delivery of our work.

For more than 50 years Durham Wildlife Trust has protected and restored nature, making a real difference for people and wildlife. Today we own or manage over 50 sites across 1300 hectares, 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 coming years, the charity will continue to grow, providing opportunities for a wide range of talented people to join us to deliver our Strategy 2030: delivering 30% of land and seas for nature, with 1 in 4 people taking meaningful action for nature. Achieving this will demand 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 join our passionate and talented team of 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.

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 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.

**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

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### Engagement Officer (Wellbeing)

For more than 50 years, Durham Wildlife Trust has been working for and with local communities, inspiring grassroots action for nature where people live and work. Enabling people to connect with nature and realise the health and wellbeing benefits of time spent in their local greenspace is a key part of Durham Wildlife Trust Strategy 2030.

The Engagement Officer plays a key role in connecting people with nature by delivering inclusive, engaging activities that benefit both wildlife and people. The role has a strong focus on nature-based wellbeing, supporting individuals and communities to improve their physical and mental health through meaningful interaction with the natural environment.

Durham Wildlife Trust is looking for a dynamic and proactive individual with a track record of delivering activities to a wide range of audiences. The successful candidate will be enthusiastic and knowledgeable about the link between nature, health and wellbeing. They will have an organised, community centred approach to engagement and a passion for connecting people with nature.

This role is part of the Trust's Development and Communications team. As well as having the opportunity to feed into this team's other areas of work, you will meet regularly with colleagues from the Conservation team to develop nature based sessions.

Trust staff are encouraged to gain experience of the full range of work the charity does. To gain that experience, there will be opportunities to participate in practical tasks, attend networking events and to support our fundraising work.

As an organisation we are open to new thinking and ideas. We welcome applications from people already working in nature conservation, or who come from other sectors and have the skills, ideas and knowledge needed.

This is a part-time post, 25 hours per week to be worked over 4 days (one to be Saturday), to be agreed on appointment.



## The process

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### Questions about the role

If you have any questions about the role, or want to discuss potential hours and working patterns before submitting an application, please contact:

**Emily Routledge, Head of Development and Communications, by email in the first instance – [eroutledge@durhamwt.co.uk](mailto:eroutledge@durhamwt.co.uk)**

### How to apply

Please complete the application form available on the Trust's website and provide a personal statement (maximum two sides of A4) setting out your suitability for the role.

Submit the form and statement as two documents by email to – [eroutledge@durhamwt.co.uk](mailto:eroutledge@durhamwt.co.uk) Please put Engagement Officer in the subject line.

### Closing date for applications

9am Wednesday 24th June 2026

### Interviews

Interviews are scheduled to take place at Rainton Meadows Nature Reserve, DH4 6PU on Friday 3<sup>rd</sup> July 2026. Should you have any concerns regarding availability for interview, please contact [eroutledge@durhamwt.co.uk](mailto:eroutledge@durhamwt.co.uk)

**Please note, CVs and/or covering letters will not be accepted.**



## Job description

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### Identification of post

**Post title:** Engagement Officer (Wellbeing)

**Function:** Deliver inclusive engagement programmes that promote health and wellbeing through nature connection.

**Responsible to:** Head of Development & Communications

### Purpose of Post

- Design and facilitate activities such as nature walks, mindfulness sessions and community conservation events that support mental and physical wellbeing.
- Build relationships with community organisations, including health providers, social prescribers and wellbeing groups.
- Engage underrepresented and vulnerable groups, helping to remove barriers to accessing nature.

### Main responsibilities

#### Events & Activities

- Plan, organise, and deliver a programme of events focused on nature connection and wellbeing.
- Lead and support activities that encourage relaxation, resilience and social connection in natural settings.
- Coordinate volunteers and partners to support engagement and wellbeing initiatives.

#### Marketing & Awareness

- Promote the wellbeing benefits of nature through creating digital content and storytelling.
- Assist in producing accessible and inspiring materials that highlight how nature supports mental and physical health.
- Support campaigns that encourage people to spend more time outdoors and connect with wildlife.
- Develop resources that link environmental awareness with improved health and quality of life.

#### Reporting

- Evaluate the impact of activities on participant wellbeing and community outcomes.
- Monitoring of engagement in activities to measure success and inform future activity.
- Contribute to evaluation reports for funders, particularly those focused on health, wellbeing and community impact.

#### General duties

- To pursue personal professional development, including attending training courses as and when required.
- To liaise with Trust staff, trustees and volunteers on relevant issues.
- To attend meetings and events as requested.
- Undertake any other duties as requested by the Head of Development and Communications in line with the seniority and nature of the post and the aims of Durham Wildlife Trust.
- To promote the Trust's charitable objectives and strategy.
- To follow the Trust's policies and procedures.
- Where appropriate, promote membership of the Trust.
- Present a professional image of the Trust at all times.



## General terms and conditions

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**Salary:** For a full time (37.5 hours/week) role, the salary is £30,633.00 per annum – pro rata for part time.

**Term:** Fixed term 15 months from appointment, with an anticipated start date in July / August 2026.

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

**Hours:** 25 hours per week over 4 days to be agreed, with a 30 minute unpaid meal break per day, one day to be Saturday. Occasional evening and Sunday work may be required.

**Holidays:** The number of days paid holiday per year is 33 days for a 37½ hour week inclusive of Bank and Statutory Holidays. Part-time employees are entitled to pro-rata holidays and public 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, Houghton-le-Spring, DH4 6PU. You may be required to work from other DWT premises at the discretion of Trust management.



## Person specification

Criteria	Essential	Desirable
Education and Training	<p>Relevant degree or equivalent, or substantial experience in a similar role of equivalent seniority.</p> <p>A full UK driving license and use of own vehicle.</p>	<p>First Aid Training</p> <p>Safeguarding Level 3 Training</p>
Experience	<p>Relevant experience and track record of delivering engaging events, which is likely to be demonstrated by at least 3 years employment in an engagement, outreach or public-facing role.</p> <p>Experience delivering activities or programmes that support wellbeing, inclusion or community development.</p> <p>Experience of delivering sessions for all ages.</p> <p>Experience of managing multiple priorities.</p> <p>Experience of evidence and monitoring for impact reports.</p>	<p>Experience delivering nature focused sessions.</p> <p>Experience of working with health partners e.g. social prescribing, NHS, wellbeing services).</p> <p>Experience in digital communications or social media.</p> <p>Experience supporting volunteers.</p>
Knowledge	<p>Strong understanding of the link between nature, health and wellbeing.</p> <p>Knowledge of wellbeing and mindfulness practices.</p> <p>Knowledge of evaluation principles and an understanding of data.</p> <p>Knowledge of the importance of safeguarding.</p> <p>Knowledge of data protection and GDPR.</p> <p>Proficiency in Microsoft O365 suite.</p>	<p>Knowledge of local wildlife.</p> <p>Knowledge of Sunderland area.</p> <p>Understand the nature conservation sector and the organisations that operate within it.</p>



## Person specification

<p>Skills and Abilities</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>Ability to plan and deliver events for diverse audiences and the ability to communicate to different audiences using different techniques.</p> <p>Good interpersonal, written and verbal communication and presentation skills.</p> <p>Organised, proactive and able to set, prioritise and achieve goals on time.</p>	<p>Ability to develop creative ideas and generate content for digital platforms to showcase activities.</p>
<p>Personal</p>	<p>Highly motivated and enthusiastic.</p> <p>Creative and innovative. Can identify opportunities, seek out, and implement new ideas.</p> <p>Can work to tight deadlines and under pressure when required.</p> <p>Inclusive and community-focused.</p> <p>High standards of personal and professional integrity.</p> <p>Calm, professional and positive.</p> <p>Empathetic, approachable and supportive</p> <p>Tactful and diplomatic, respectful of others.</p> <p>Passionate about improving people’s wellbeing through nature.</p> <p>Committed to Durham Wildlife Trust’s values and mission.</p>	<p>Passionate about addressing the ecological emergency.</p>



## Relevant policies

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Please Note - This role requires an Enhanced 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.

### Relevant Policies

Please read the policy information below before completing your application.

#### 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.

