



Durham
Wildlife Trust
From Tees to Tyne

JOB PACK

Community Ecologist

Salary: £30,633.00

Location: [Rainton Meadows](#)

Term: [Full time for 12 months](#)
(potential for extension
subject to funding)

Closing date: [5pm 30/7/26](#)

For more details contact:
mdinning@durhamwt.co.uk





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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 (30 % of land and sea by 2030)
- Robust local metrics and data gathering to monitor progress.
- Exemplary land management of our own estate.

Meaningful Action

- 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.

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. Hundreds of volunteers provide vital support across all activities and strong partnerships assist with 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.

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

Community Ecologist

There has never been a more important time to evidence the state of nature and for communities to champion its recovery in their local landscapes. The Community Ecologist will be central to this. Delivering survey and monitoring of habitats and species from Tees to Tyne and empowering local communities to be at the heart of nature's renewal.

By increasing biodiversity knowledge and appreciation, communities can be empowered to champion nature at a local level. Putting people at the heart of decisions for how nature's recovery is delivered locally. Informing and supporting habitat restoration for the benefit of people and wildlife.

This role will inspire people to evidence nature's recovery on their doorstep. Through listening, engaging and upskilling communities, volunteers, and partners, the Community Ecologist will encourage active involvement in citizen science to inform actions for nature in local green space, wildlife sites and urban environments.

The Community Ecologist will help people by building confidence and skills through training and support in wildlife identification and recording and create opportunities for volunteering and learning. They will work developing and delivering ecological survey methods that will be used to record and understand the health of habitats and species across Durham Wildlife Trust and third-party land. With a focus on the ecological landscape and local communities of the Browney Catchment in County Durham, and areas of Tyne and Wear.

Community listening will go hand in hand with both traditional and new approaches in nature training and learning, recording and sharing. The Community Ecologist will empower people through co-designed training, support and citizen science opportunities.

Trust staff are encouraged to gain experience of the full range of work the charity does. 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.

As an employer, Durham Wildlife Trust provides as much flexibility as it can. This is a hybrid role, with at least one day per week based at the Trust's Rainton Meadows offices as part of a rota. The remainder of the week is free to work from home, or Trust offices if preferred. This role will require travel to sites within the Durham Wildlife Trust area. Occasional evening and weekend working will be required. The Trust operates a time off in lieu system.

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 may be subject to a DBS check. Any offer of employment will be subject to the required level of DBS clearance.



The process

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:

Mark Dinning, Ecology Manager by email in the first instance – mdinning@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 – jobs@durhamwt.co.uk Please put Community Ecologist in the subject line.

Closing date for applications

5pm 30/7/26

Interviews

Interviews are scheduled to take place at Rainton Meadows Nature Reserve, DH4 6PU on Wednesday 12th August 2026. Should you have any concerns regarding availability for interview, please contact mdinning@durhamwt.co.uk

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



Identification of post

Post title: Community Ecologist

Function: To build an evidence base for nature's recovery and enable people and communities to access, understand and record nature on their doorstep.

Responsible to: Ecology Manager

Purpose of Post

Responsible for the development and delivery of habitat and species survey and monitoring and community citizen science projects from Tees to Tyne. Making links with local people and communities, listening to their priorities and integrating them into appropriate skills training and methods to monitor and record nature that will inform local action and regional priorities.

Main responsibilities

Ecological Survey, Monitoring & Recording

- Working alongside Trust colleagues design and implement citizen science based ecological survey, monitoring and recording activities.
- Undertake ecological survey, monitoring and recording activities supported by Trust colleagues.
- Ensure data collected through ecological surveys, monitoring and recording activities is stored and shared to agreed standards.
- Interpret data and apply evidence to the restoration and management of habitats and species with the support of Trust colleagues.

Volunteer development and support

- Recruit and support community ecology/citizen science volunteers in line with the Trusts policies and processes.
- Promote volunteer opportunities through agreed channels.
- Maintain volunteer records using agreed systems.
- Undertake community listening, identifying interest and opportunities for citizen science activity.
- Develop and support individuals and groups to access and participate in citizen science opportunities.
- Work with colleagues to develop and deliver a training program that best supports the aspirations of participants and needs of the Trust and its partners.

Administration

- Follow legislation and Trust policy in relation to the role, including GDPR and Safeguarding
- Customer Service – call handling for general enquiries and third-party relationship management with contractors and suppliers.
- With the support of colleagues produce content for social media/ blogs/ articles, interpretation and signage.
- With the support of colleagues promote opportunities and activities relating to the delivery of this role through a variety of different media.

General

- Provide leadership and mentoring to volunteers and to promote volunteering with Durham Wildlife Trust and our partners.
- Pursue personal professional development, including attending training courses as/when required.
- Liaise with all Trust staff, honorary officers and volunteers on relevant issues.
- Attend meetings and events as requested.
- Carry out all other reasonable tasks as required by the Ecology Manager and Head of Nature Recovery.



General terms and conditions

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 for 12 months (potential for extension subject to funding)

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 dis-opt out from the pension scheme if they choose.

Hours: Normal working hours are 9 to 5, with a 30 minute meal break. Occasional evening and weekend work will be required.

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 member organisation of the Royal Society of Wildlife Trusts, 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.



Person specification

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. Holder of protected species and other related licenses.
Experience	Experience of undertaking a range of ecological surveys and monitoring techniques. Proven experience of providing ecological advice for habitat creation and management. Experience of working in community settings or with community groups. Experience delivering training workshops that capture the interest of, and engage, a wide range of audiences. Experience of engaging and influencing the public. Experience ensuring that an organisation, project or initiative operates efficiently and meets all legislative requirements.	Experience of writing project reports. Confident using GIS mapping tools to gather and analyse data Responsibility for managing diverse workstreams Experience of leading and managing volunteers. Experience of engaging individuals in the natural world through digital and other media.
Knowledge	Knowledge of species and habitats relevant to North East England. Knowledge of a range of ecological survey techniques. Good understanding of citizen action and community development approaches.	Knowledge and understanding of UK environmental legislation relating to habitats and biodiversity. Good knowledge of regional Local Nature Recovery Strategies and involved partners.
Skills and Abilities	Excellent inter-personal skills. Confidence to develop new ideas and approaches and think creatively. Very good IT skills, particularly MS 365. Ability to enthuse others about nature. Very good written and verbal communication skills. Good attention to detail and record keeping. Ability to integrate into an existing staff team,	Ability to use the suite of Esri geospatial technologies and QGIS.



Person specification

	supporting a positive working environment.	
Personal	Some evening, weekend and Bank Holiday working will be required. A full U.K. driving license. Use of own vehicle for work purposes.	

Please Note - This role requires 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 and references.



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.

