



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

## APPLICANT PACK

### Head of Local Nature Recovery Strategy Delivery Partnership

Full time (37.5 hrs per week)  
Fixed term to 31<sup>st</sup> March 2029  
£42,744 per annum

September 2026



# About Durham Wildlife Trust

## *Our Vision*

Nature restored from Tees to Tyne

## *Our Goals*

**Goal 1. From Tees to Tyne, people care about nature and are taking meaningful action to support nature recovery.**

For nature to be protected and restored from Tees to Tyne, people have to care for nature. People care for nature as they experience it and come to appreciate it.

Around 1.75 million people live or work between the Tees and the Tyne. Their access to and love of nature is our goal.

As the leading wildlife organisation operating across our area, with over 50 nature reserves providing a valued local resource, the Trust will help more people to experience, care for and take meaningful action for nature, more often.

The Trust will support farmers, land managers, politicians, community groups and councils with advice, partnership, expertise and, where appropriate, delivery support.

**Goal 2. Nature is recovering from Tees to Tyne. Habitats are thriving and connected and wildlife is more abundant.**

Durham Wildlife Trust's area runs from the Tees to the Tyne – the southern and northern boundaries of the historical County Durham – and covers around 270,000 hectares. Our vision is to restore our region's rich natural heritage and landscapes. and the species that live in them.

We also recognise that nature recovery at the scale we need requires action far beyond land directly managed by the Trust and we will work in partnership with others to deliver that aim.

As well as managing exemplar nature sites on our reserves we will influence, advise and campaign to encourage other stakeholders to improve land for nature. Our goal is for nature to thrive across the range of landscape from the Tees to the Tyne, from private homes to large estates and everything in between. Already this goal is shared with many.

**Goal 3. Nature-based solutions are recognised and valued as making our region more resilient and its people safer and better off.**

Society faces many challenges from climate change and pollution, from conflict and social polarisation, from inequality and mental health. These challenges are often global and can seem huge and overwhelming. Yet there are reasons for optimism as it is increasingly recognised that reversing nature loss – itself a global challenge that is deep connected to many of the others – can often provide the simplest and most robust solutions.



Nature-based solutions often require long-term commitment, but their economic value is growing in recognition, and through them nature restoration has a growing role to play in making society safer and better off.

Whilst nature recovery remains the Trust's central goal, the wider benefits it creates are central to the story we will tell. We will continue to champion nature-based solutions and in our regional partnerships we will contribute to their implementation.

**Goal 4. Durham Wildlife Trust is the trusted leader in nature recovery from Tees to Tyne and has the resources needed to deliver lasting impact.**

There needs to be ongoing attention paid to strengthening the charity and its ability to play the leadership role in nature recovery that is required.

We will invest in the recruitment, retention and reward of our staff. We will explore avenues for income growth to support greater delivery and we will spend for maximum impact for nature recovery. We will professionalise our use of data and technology.

### ***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 almost a million 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 achieve our goals 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 for nature. Despite long term decline it is still possible to bring nature back and Local Nature Recovery Strategies (LNRSs) will be an essential part of that recovery process.

Across the North East the Mayoral Strategic Authority (MSA) is taking on responsibility for delivery of LNRS and has put in place two sub regional partnerships to coordinate delivery on the ground. Durham Wildlife Trust has been appointed as the delivery partner and sub-regional lead organisation for one of those partnerships - South of Tyne & Wear and County Durham. This will operate as part of the overall North East Nature Recovery Partnership.

This role will be responsible for leading the LNRS delivery partnership for South of Tyne & Wear (Gateshead, South Tyneside and Sunderland) and County Durham. This role will also feed into North East wide nature recovery work more broadly. The successful candidate will have responsibility for convening the partnership and



putting in place the plans, systems and processes needed to enable Durham Wildlife Trust to deliver its remit as the sub regional lead. The post holder will be an excellent communicator with significant partnership and project experience and a natural environment background. They will line manage and be supported by a LNRS Delivery Manager, who will provide direct support to partners on the development and delivery of projects. Administrative and technical (communications, data and mapping) support will also be provided by Wildlife Trust colleagues.

## The Process

If you would like to find out more, in the first instance please contact Jim Cokill, Durham Wildlife Trust CEO, by email - [jcokill@durhamwt.co.uk](mailto: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 23<sup>rd</sup> October 2026 at 5pm.

Initial online interviews for shortlisted candidates are likely to be held week commencing 2<sup>nd</sup> November via Teams. For those selected, formal face to face interviews are expected to be held week commencing 9<sup>th</sup> November at Durham Wildlife Trust's Rainton Meadows HQ (DH4 6PU).



## Job Description

*Post title:* Head of LNRS Delivery Partnership

*Responsible to:* CEO

*Responsible for:* LNRS Delivery Manager

### Purpose of Post

To lead the South of Tyne & Wear and County Durham delivery partnership, supporting the transition from strategy to delivery.

### Responsibilities

- To convene the South of Tyne & Wear and County Durham LNRS delivery partnership, ensuring that the right partners are in place to enable LNRS delivery.
- To provide leadership for the South of Tyne & Wear and County Durham LNRS delivery partnership.
- To put in place the structures, systems and processes required for the partnership to work effectively.
- To oversee development of the Partnership's delivery plan, project pipeline and reporting processes.
- To support the North East Mayoral Strategic Authority in embedding Local Nature Recovery Strategies into local decision making, and supporting North East wide nature recovery work more broadly as reasonably needed.
- To act as an advocate and principal spokesperson for the LNRS and delivery process.
- To provide leadership and line management for the LNRS Delivery Manager - developing work plans, appraising performance and supporting their professional development.
- To work with colleagues to ensure that budgets and budget monitoring and reporting processes are in place and operating.
- To work with colleagues to explore opportunities to secure additional finance to support the LNRS Delivery partnership and LNRS project delivery.
- To work with colleagues to ensure legal and policy compliance relevant to the role.
- To attend meetings, events and training courses as/when required.
- To liaise with all Trust staff and Trustees on relevant issues, including providing information and expertise.
- To carry out all other reasonable tasks as required by the Trust Chief Executive.

### General Terms and Conditions

*Tenure:* Full time (37.5 hours per week) to 31<sup>st</sup> March 2029

*Salary:* Starting salary £42,744 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>Educated to degree level 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 a relevant professional body.</p>                                                                                                                                             |
| Experience             | <p>Significant relevant experience, likely to be demonstrated by at least 5 years' employment in the environmental or other relevant sector.</p> <p>Experience of developing and/or managing a large multi partner project or work programme.</p> <p>Experience of line managing staff.</p> <p>Experience of managing, or working as part of, a partnership with membership drawn from a range of organisations.</p> <p>Experience of engaging external stakeholders in your work.</p> <p>Experience of delivering presentations.</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>Experience of using GIS –e.g. ArcGIS, QGIS.</p> <p>Experience of generating content for social media.</p> <p>Experience of creating and/or using data reporting formats to provide information to third parties.</p> |
| Knowledge              | <p>Knowledge of the LNRS process and relevant legislation.</p> <p>Knowledge of habitats and species relevant to the UK.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>Knowledge of habitats and species relevant to North East England.</p> <p>Knowledge of Health and Safety and Safeguarding risks relevant</p>                                                                                                                                       |



|                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                       |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
|                      | <p>Knowledge of funding streams relevant to nature recovery.</p> <p>Knowledge of the UK nature conservation sector and the organisations that operate within it.</p>                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>to the role and management of those risks.</p> <p>Knowledge of ecological monitoring processes and techniques.</p> |
| Skills and Abilities | <p>Leadership abilities, as demonstrated in previous employment.</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>Proficient in use of MS365 apps.</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 and references.

- The Head of LNRS Delivery Partnership 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.

