



Staffordshire
Wildlife Trust



Morridge Hill Country

Biodiversity Interventions Manager

Closing date: ***By 6pm on Wednesday 15th May 2024***

Interview date: ***Friday 24th May 2024***

Please submit your completed application to jobs@staffs-wildlife.org.uk before the closing date.

Join Our Movement

We are the county's leading conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature. Our climate is in crisis and nature needs our help, but together we can make a difference.

Our 50-year vision is for a thriving county with wildlife at its heart, which everyone enjoys, values and wants to play their part in protecting and improving.

Our mission is to ensure that:

We protect and enhance the wildlife and wild places of Staffordshire and promote understanding, enjoyment and involvement in the natural world.

Working for Staffordshire Wildlife Trust, in any role, means you are part of our ambition to halt and reverse nature's decline in Staffordshire and across the UK, and to get more people to take meaningful action for wildlife. Whether you work in IT, in our cafes, or out on our nature reserves you will be working with colleagues towards the common purpose of a county richer in wildlife.



Your journey in the Trust starts with your induction. Whatever role you're here to do, we'll explain what to expect, show you where to go, and make sure you understand your new environment before you get going.

You'll get chance to see what others in your teams, and across the Trust are doing through job shadowing and team working. We have 45 other Wildlife Trusts, working passionately just like us, whose knowledge and experience you can also draw from.

Learning and Development - one size doesn't fit all, we will work with you to identify where you and the organisation want to grow and develop, and put together a personal plan that works for you, whether that's on-the-job training, flexible e-learning, or one-to-one support.

If we need you to hold a qualification for your role, from either a legal or professional point of view, we'll cover the cost of your membership fee where needed as part of your continuous professional development.

We believe work-life balance is important. We work 35 hours a week, and we believe a good work life balance makes for happier, healthier employees. We support flexible working wherever possible and we are currently trialling a hybrid working model.

We have a range of benefits that support you when working for us:

- *10% Non-contributory Pension*
- *Employee Assistance Programmes*
- *Life Assurance (4 x salary)*
- *Salary Sacrifice schemes for cycle to work and Electric vehicles*
- *25 Days basic holiday allowance (rising to 30 days after 10 years' service), plus bank holidays, and extra Christmas leave (pro rata).*
- *15% discount in our cafes*
- *PPE and uniform provided as required.*



What We Stand For

We are:

Resourceful: Making best use of what we have, and always alive to opportunities to do things better and more efficiently

Passionate: Making the case for valuing and protecting wildlife

Pioneering: Using new and innovative ways to achieve our vision helping us led by example

Evidence Based: Making our case on scientific facts

Welcoming: Giving our members, our supporters, and the wider public the best service possible

Professional: Striving to be the best we can be in all that we do, seeking continuous improvement and benchmarking our performance

Collaborative: Working in partnerships between staff, volunteers, members, communities, landowners, businesses and many others to achieve our vision

The Basics

Job Title:	MorrIDGE Hill Country Biodiversity Interventions Officer
Contract Type:	Up to 2 years. The post is up to 30 th April 2026 initially, however there may be opportunity for extension if the pilot project is a success and further funding is secured.
Hours:	35 hours per week. Flexible working requests will be considered.
Pay	£29,367 - £37,367 per annum dependent on skills & experience.
Work Location:	Based at project office of Pump Farm, Warslow, Staffordshire, and with frequent meetings across the project area and occasional further journeys to Peak District National Park Authority HQ in Bakewell and Staffordshire Wildlife Trust HQ near Stafford.
Responsible to:	You will report to the Head of Nature Reserves and Species Recovery with day-to-day project management by the MHC Project Manager.

Who We're Looking For

Looking for the chance to have an important role in nature's recovery in one of England's most distinctive and dramatic landscapes?

We're seeking a skilled individual to lead in the Biodiversity Enhancement Plan as part of the MorrIDGE Hill Country (MHC) Landscape Recovery Project. This exciting opportunity is a DEFRA funded Landscape Recovery Round 2 Pilot project led by the Peak District National Park Authority and supported by Staffordshire Wildlife Trust and National Parks Partnership.

MHC is an area of upland and associated foothills in the south-west of the Peak District National Park. The ambition of MHC is to provide hope and inspiration for enhancing biodiversity in one of the world's most visited national parks – the Peak District, working with at least 15 private and public land managers to develop a sustainable business model across at least 2,563 ha to create a bigger, better and more connected national landscape.

Key responsibilities

- working across the project area to identify and agree a schedule of land management changes and interventions which deliver a positive change for biodiversity and natural processes and a sustainable business model for local land owners.
- Produce the Biodiversity Enhancement Plan of works across the project area to be delivered as part of a future delivery project.

What you will Deliver

You will work with MHC team members, landowners, stakeholders and partners to understand, map and record the habitat and water course restoration works which have already been undertaken in the project area.

You will work closely with farming / land management organisations / groups and other sectors to identify priority target areas for future habitat improvement works on a local and landscape scale.

You will organise and attend targeted activities and surveys across a variety of habitats. This is to gain insight and evidence to support the delivery of the future biodiversity interventions and the impact they will have on wildlife recovery and carbon sequestration

You will gather, analyse and interpret data and evidence to support the development of potential landscape scale interventions across the project area including potential barriers and opportunities.

You will produce information about the recommended interventions and management changes in a series of maps, reports and project plans which can be shared internally, across project partners and externally.

You will be responsible for producing information on the impacts of the potential future biodiversity interventions on carbon storage and flux rates.

You will produce a monitoring and evaluation schedule of works for the planned interventions.

Working with a range of partners and stakeholders, you will build effective working relationships across the project partners and land managers.

You will supervise and support volunteers and placement students to enhance the capacity of the project team.

You will deliver a high quality project on time and in budget to meet the outcomes of the MHC Landscape Recovery Contract.

In order for the organisation to work effectively you may be required to assist with other areas of work and therefore you should be prepared to undertake other duties, appropriate to the post, as delegated by your line manager. All staff are required to abide by organisational policies and procedures

What we're looking for

Personal Qualities	
Passionate and Energetic	You will believe in our core purpose, and be passionate about tackling the nature and climate crises and having an understanding of the part we play.
Team focused and supportive	Working as part of the project team and also across the wider partnership and project land managers, you will use your people skills to understand and overcome barriers to change
Ambitious and Achieving	This is a massive opportunity to make a big difference to an iconic part of the countryside. You will be delivering a key part of the MHC project which could lead to lasting change.
Professionalism	Always professional, on-message and on-brand – you will represent the MHC Team, Project Partners, Wildlife Trust and our values and mission at all times.
Determination and Resilience	You will have a can-do attitude and will take setbacks and feedback constructively.
Problem Solving and Analysis	You will relish a challenge and be analytical in your approach to solving problems.

Experience requirements
Proven track record of producing and delivering ecological restoration schedules of works and project plans
Experience of delivering ecological restoration works in upland habitats including blanket bog, rush pasture, species rich grassland, scrub and woodland.
Proven track record of wetland and water course restoration including a variety of natural flood management works, particularly in upland tributaries.
Experience of monitoring species and habitats and producing monitoring plans.
Experience of delivering and working with different forms of regenerative agriculture including various grazing regimes.
Experience in the role of private finance in funding habitat improvements is desirable.
Special requirements
The job involves knowledge of the role the uplands have for carbon storage and flux
The job involves regular driving across the project area and beyond. You must hold a full driving licence & own vehicle
You must have a degree or equivalent relevant experience in an environmental discipline.
You must be able to demonstrate the ability to organise your own workload and work unsupervised.
You must be experienced in the use of GIS mapping software and have a high level of computer literacy including report writing

The post requires strong communication skills with a variety of people including project staff, partner organisations, farmers, land managers and land owners.

The job involves working outside in all weather conditions.

The post will require various working patterns which include occasional early starts and early evening finishes and weekend working.