



Staffordshire
Wildlife Trust



Ecological Planning Officer / Senior Ecological Planning Officer

Be part of a Wilder Future

Closing date: 9am on Monday 25th May 2026

Interview date: week commencing 8th June 2026

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.



CHRISTINE HARDING SWT

Working for us

At Staffordshire Wildlife Trust we don't just offer jobs – we offer careers. For our people, being part of the effort to address the climate and nature crisis makes working for us truly meaningful and rewarding.

As well as investing in our mission, we invest in our people and culture. We're committed to creating an engaging, supportive and inclusive workplace for all and providing opportunities for development, training and growth. We also provide a range of benefits such as flexible working, an employee assistance programme and a wellbeing allowance.

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 will 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
- Healthcare Plan
- Employee Assistance Programmes
- Life Assurance (4 x salary)
- Salary Sacrifice schemes for cycle to work and Electric vehicles (dependant on salary)
- 25 Days basic holiday allowance (rising to 30 days after 10 years' service), plus bank holidays, and extra Christmas leave (pro rata)
- Holiday purchase option
- 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-face and interpretation

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

Safeguarding

Staffordshire Wildlife Trust is committed to keeping children and young people safe, you can see our policy here: <https://www.staffs-wildlife.org.uk/our-policies>

Safeguarding and protecting our visitors, customers, members, staff and volunteers is the responsibility of every trustee, employee, and volunteer at Staffordshire Wildlife Trust.

Our commitment to safeguarding starts at the very beginning. All recruiting managers complete Safer Recruitment training to enable them to follow best practice when recruiting.

On joining all staff are required to complete safeguarding training for children, young people and adults at risk.

Some roles require a successful DBS check before they can carry out their roles.

Our safeguarding team is committed to ensuring that our safeguarding policies and procedures are adhered to.

EDI – we're wild about inclusion!

We aim to put equality, diversity and inclusion at the heart of Staffordshire Wildlife Trust to ensure that everyone can experience the joy of wildlife in their daily lives.

We're Wild About Inclusion! To us, this means inspiring, empowering, and engaging people from all backgrounds, cultures, identities, and abilities, to change the natural world for the better. It means creating workspaces where difference is celebrated, everyone can be themselves and flourish, just like nature.

We aim to better understand and address the inequalities experienced by many communities in accessing and connecting with nature. This includes recognising that the conservation sector is one of the least diverse professions in the UK and that access to careers and educational opportunities needs to be significantly improved. We believe being Wild About Inclusion is critical to the future of the Trust, and the health and wellbeing of our communities.

The basics

Job Title: Ecological Planning Officer / Senior Ecological Planning Officer

Contract Type: Permanent

Hours: 35 hrs / week

Pay Officer (£24,050 - £26,050) or Senior Officer (£26,250 - £30,500) depending on experience and role offered.

Work Location: Wolseley Centre / hybrid

Who we're looking for

We are looking for someone with a strong interest in wildlife conservation and the planning process who can review and comment on the ecological elements of planning applications. This includes assessing potential impacts on protected and priority habitats and species, as well as reviewing Biodiversity Net Gain (BNG) information submitted as part of development proposals.

You will have a good understanding of the planning system and the legislation and guidance relating to wildlife and development. A broad knowledge of habitats and species, including habitat creation and management, is important, although a willingness to develop knowledge and address any gaps is equally valued.

This role requires someone with a keen eye for detail who can confidently review ecological reports and supporting information, identifying where further clarification or improvements may be required. You will also be comfortable communicating ecological issues to a range of audiences, including planners, developers and consultants.

We are seeking someone who takes pride in producing accurate, well-reasoned work and is motivated to secure positive outcomes for wildlife through the confounds of the planning system.

What you will deliver

You will prepare Staffordshire Wildlife Trust's responses to planning applications, primarily those covered by our Service Level Agreements (SLAs) with Local Planning Authorities and other significant consultations such as Local Plans.

Your responses will ensure ecological issues are properly considered and that proportionate opportunities to avoid, mitigate and compensate impacts (and deliver enhancement where appropriate) are identified.

The role will involve providing ecological advice to planners, developers, consultants and agents.

This will include advice on wildlife legislation and guidance relating to protected and priority habitats and species, Biodiversity Net Gain (BNG), habitat creation and enhancement, and wider ecological best practice.

All advice and responses will be grounded in relevant legislation, national and local planning policy, and recognised guidance, while also reflecting local priorities for wildlife and nature recovery.

Through this work you will support development to meet legal and policy requirements and contribute positively to nature recovery.

Through this role you will help influence planning decisions across Staffordshire and ensure that development contributes positively to nature recovery.

You will also help promote the objectives of local and national nature recovery initiatives, including the Local Nature Recovery Strategy, encouraging development proposals that deliver meaningful biodiversity gains where feasible and policy-compliant.

You will maintain an organised system for managing planning consultations, prioritising workloads and ensuring planning documents, responses and associated records are stored appropriately. This will include maintaining records required for reporting purposes, including those linked to the Biodiversity Duty.

The role will primarily be desk-based, reviewing planning documentation and preparing consultation responses. However, there may occasionally be a requirement to undertake site visits to assess habitat quality or better understand ecological issues associated with particular developments.

All staff should recognise the contribution that membership makes towards the running of the organisation. The postholder is therefore expected to provide a high standard of service and understand their role in supporting ongoing membership engagement and recruitment.

All staff are required to comply with organisational policies and procedures and contribute positively to the Trust's mission and values.

The postholder may also be required to undertake other duties appropriate to the role, as reasonably requested by their line manager.

What we're looking for – Qualities and Requirements

| Personal Qualities | |
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| Passionate and energetic | You will believe in our core purpose and be passionate about tackling the nature and climate crisis and understanding the part we play. |
| Team focused and supportive | You will encourage, excite and support your team to achieve their best potential thereby resulting in continuous improvement. |
| Ambitious and achieving | You will provide direction for your team and ensure your work delivers against our core strategic goals. You will energise and motivate your colleagues. |
| Resource efficient | You will use resources wisely ensuring maximum benefits and minimal cost. |
| Professionalism | Always professional, on-message and on-brand – you will represent the Wildlife Trust and its 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. |
| Essential requirements | |
| Experience working within the conservation, ecology or environmental sector in a role involving planning, development or land-use issues. | |
| Experience preparing clear, well-reasoned written responses or technical advice relating to ecological impacts or wildlife conservation. | |
| Experience managing a varied workload and prioritising tasks effectively to meet deadlines. | |
| Good knowledge of nature conservation principles and practice. | |
| Good understanding of wildlife legislation and policy, particularly relating to protected species and designated sites. | |
| Familiarity with ecological survey methodologies and habitat assessment approaches (such as UKHab or similar). | |
| Good IT skills, including Microsoft Office applications. | |
| Desirable requirements | |
| Experience reviewing planning applications or providing ecological advice within the planning process (Senior Officer level). | |
| A degree or equivalent qualification or demonstratable experience in ecology, environmental science or a related field. | |
| Good understanding of the UK planning system (Senior Officer level). | |
| Experience assessing Biodiversity Net Gain (BNG) information or habitat condition assessments (Senior Officer level). | |
| Understanding of the principles of species and habitat mitigation. | |

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| Experience using GIS to interrogate and interpret ecological data. |
| The role may occasionally require travel across the county; therefore, holding a current driving licence would be beneficial. |
| Personal Qualities |
| Strong attention to detail when reviewing technical information and planning documentation. |
| Ability to organise and prioritise work effectively in order to meet consultation deadlines. |
| Clear and confident communication skills, both written and verbal. |
| Ability to explain ecological concepts and planning issues to non-specialists in a clear and constructive way. |
| Self-motivated with the ability to work independently while also contributing positively to a team. |
| Analytical and solutions-focused when addressing ecological issues. |
| A genuine interest in protecting and enhancing wildlife through the planning system. |
| Professional, reliable and committed to producing high-quality work. |

About us

“Staffordshire Wildlife Trust protects and enhances the wildlife and wild places of Staffordshire and promotes understanding, enjoyment and involvement in the natural world.”

A registered charity established in 1969, we are one of 46 county Wildlife Trusts throughout the UK and are supported by over 18,000 members.

The Trust owns or manages 45 nature reserves covering an area of over 1980 hectares. We have around 130 staff, based in six locations around the county including our Headquarters at Wolseley Bridge, Stafford, with our work divided up into four departments: Conservation Delivery and Engagement, Fundraising and Development, HR & Support Services, and Resources. The Trust has a diverse workforce including site wardens, wildlife surveyors, community and education officers, catering, retail and administration.

In addition, we have a trading company which looks after the trading side of our business. This includes cafés at The Wolseley Centre, charity shops in Penkrige and Codsall and a retail shop in the Wolseley Centre.

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Staffordshire Wildlife Trust are committed to keeping children and young people safe, you can see our policy here: <https://www.staffs-wildlife.org.uk/our-policies> **Safeguarding** and protecting our visitors, customers, members, staff and volunteers is the responsibility of every trustee, employee, and volunteer at Staffordshire Wildlife Trust.

Disability Confident Employer: As a Disability Confident accredited employer, we guarantee to interview all disabled applicants who meet the minimum criteria for vacancies. *We particularly encourage applications from people who are underrepresented within our sector, including people from minority backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.*

At SWT, we are committed to creating a safe environment where discrimination, bullying, and harassment are not tolerated. We expect everyone to uphold, respect, and support our zero-tolerance policy.

For more information and to request an application pack contact Staffordshire Wildlife Trust on jobs@staffs-wildlife.org.uk or visit our website www.staffs-wildlife.org.uk/jobs

Staffordshire Wildlife Trust is a registered charity. Charity No: 259558.

