



Ymddiriedolaeth Natur
De a Gorllewin Cymru
Wildlife Trust of
South & West Wales

Nature Recovery Officer **Recruitment Pack**

About us

The Wildlife Trust of South & West Wales is a charity dedicated to protecting the region's most precious wild places for people and wildlife. We work on our reserves and beyond to rebuild biodiversity across the region. We work to empower individuals and communities to take action for the natural world. We campaign for better protection of our environment both locally and nationally.

We have over 9000 members, 500 volunteers and manage over 2000 hectares of land on over 100 nature reserves, including Skomer and Skokholm Island. We are one of 46 Wildlife Trusts spanning the UK. Each Wildlife Trust is an independent charity meaning we can respond to local needs and opportunities quickly, but we can also use the leverage of our other Wildlife Trust partners throughout the UK when strength in numbers is needed.



Our goals

We want to tackle the nature emergency, climate crisis and society's increasing disconnect from nature. To achieve this, we have three main goals, which align with The Wildlife Trusts' strategy.

1.

Action for nature: 30% of land and sea managed for nature by 2030.

2.

Action with people: a greater number of people, from more diverse backgrounds, will be taking meaningful action for nature and the climate.

3.

Action on climate: encourage nature-based solutions to address local and global problems.

Our current strategy is available to read [here](#).

The ways we work



Intrinsic value of nature

In a world where the value of nature is increasingly tied to its value to human beings, we promote the intrinsic value of wildlife.

Equality, diversity and inclusion

We are committed to equality, diversity and inclusivity both within our organisation and in our work with others.

Health and wellbeing

We care about the health and wellbeing of our employees. We foster a healthy culture at all levels of our organisation.

Welsh language

We encourage and support staff who wish to learn Welsh, as well as Welsh speaking staff who wish to improve their language skills, to continue their professional development.

Outputs and outcomes

Our work is guided by outputs and outcomes, allowing our staff to work flexibly and to their strengths to achieve our goals. We build trust and autonomy to allow each person to work to their full potential.

Volunteers

Volunteers are an established and integral part of our work. We welcome and encourage volunteer involvement at all levels of the organisation's activity.

Equal Opportunities

We are committed to equality, diversity and inclusivity. We are particularly keen to increase the diversity of our staff, volunteers and supporters. We welcome applications from people from groups which are underrepresented in the conservation sector, particularly people from minority ethnic groups, people with disabilities and people from low-socioeconomic backgrounds. Even if you do not feel you meet all the criteria, please do submit an application. We can provide training and support to the right candidate.

As a **Disability Confident employer**, we guarantee to interview all disabled applicants who meet the minimum criteria for the vacancy. Please let us know if you require any reasonable adjustments at any stage of the application or interview process

Nature Recovery Officer

Job description

Contract: Part-time (14 hours per week), fixed term until 31st March 2028.

Salary: £11,008 (£27,520 pro rata)

Working base: The Welsh Wildlife Centre, Cilgerran, Pembrokeshire with scope to work from home on occasion.

Team: Nature Recovery Team

Responsible to: Senior Conservation Officer

Responsible for: Volunteers, contractors, student placements

Overall purpose of the job

We are seeking a motivated and knowledgeable Nature Recovery Officer with experience in species identification, habitat assessment and ecological survey techniques, and an aptitude for both field-based and desk-based work. Working closely with colleagues, landowners, farming communities and partner organisations, the post will play a key role in delivering evidence-led nature recovery across the region.

The Nature Recovery Officer will lead the collection, management and analysis of ecological data, undertaking species and habitat surveys, habitat condition assessments monitoring and Geographical Information Systems (GIS)-based, habitat mapping. The role will use ecological evidence to inform land management guidance, identify opportunities for habitat restoration and connectivity, and support the planning and delivery of nature recovery projects.

The Nature Recovery Officer will contribute to the delivery of the *Teifi Fyw – Living Teifi: People and Nature Together* project, an innovative partnership that brings together conservation organisations, local communities and land managers to address the interconnected challenges of climate change, biodiversity loss and declining river health. The project recognises the cultural significance of the River Teifi and places people and communities at the heart of nature recovery, ensuring that environmental improvements deliver lasting benefits for both wildlife and those who live in the catchment.



Main responsibilities

- Contribute ecological evidence, monitoring results and habitat assessments to support the wider Teifi Fyw programme, including project delivery, public engagement activities, reporting and the Teifi Fyw festival.
- Deliver ecological research, surveys and monitoring to provide evidence to inform nature recovery projects and provision of ecological advice.
- Research, design and utilise bespoke survey methodologies where appropriate with guidance from senior colleagues.
- Support senior colleagues to work collaboratively with Teifi Fyw delivery partners including Natural Resources Wales, West Wales Rivers Trust, Mentera, local authorities and academic institutions, to ensure the coordinated and complementary delivery of nature recovery objectives across the Trust's area of operation.
- Use GIS tools to capture, analyse and present spatial and ecological data, including field data collection using mobile GIS applications where appropriate, producing maps and evidence that support project planning, monitoring and informed decision-making.
- Represent WTSWW where appropriate, providing ecological advice and guidance to landowners, partner organisations and members of the public on wildlife, habitats and land management.
- Deliver ecological consultancy work where it aligns with the Trust's strategic objectives.
- Contribute to the development of projects to conserve and recover threatened species, including reintroductions where supported by sound scientific evidence, while promoting the recovery and resilience of more widespread species and habitats.
- Contribute to the improvement of quality, condition and connectivity of habitats through habitat creation, restoration and measures to reduce ecological fragmentation across the landscape.



Main responsibilities (cont.)

- Collect, manage and maintain accurate ecological records and datasets, ensuring that biological records are submitted to appropriate Local Environmental Records Centres (LERCs), Natural Resources Wales (NRW) and other relevant partners where appropriate.
- On occasion, supervise and support volunteers and students, as required.
- Provide ecological evidence and technical support to reserve managers, conservation staff and volunteers to help inform the management of the Trust's reserves and wider projects.
- Support the preparation of funding applications, project reports and technical reports by providing ecological information, monitoring data, mapping and evidence of project outcomes.
- Represent WTSWW at meetings, events and partnership forums as required.
- Promote the Trust's nature recovery work by delivering talks, guided walks, training sessions and written content for a range of audiences.
- Work closely with the Trust's communications team to ensure that the impact of our work is effectively communicated through local, regional and national media and other communication channels.

For the organisation to work effectively you may be required to assist with other areas of work. You should be prepared to undertake other duties appropriate to the post, and any other reasonable duties required.

All staff are ambassadors for the organisation both internally and externally. You are expected to always act in a professional manner. You are required to abide by organisational rules, policies and procedures as laid down in the staff handbook.



Nature Recovery Officer Person Specification

Personal qualities	Essential	Desirable
Interest and passion for nature and the environment	✓	
Ability to work alone and as part of a team	✓	
Flexible and enthusiastic approach	✓	
Problem solver	✓	
Approachable and friendly manner	✓	
Good communicator	✓	
A clean driving license and own vehicle available for business use	✓	

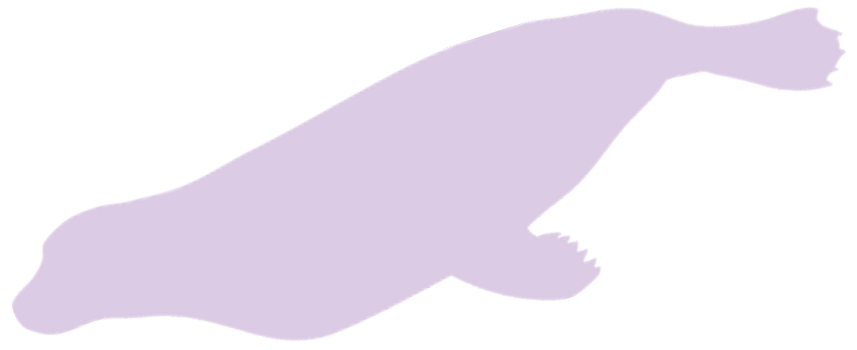
Knowledge and skills	Essential	Desirable
A degree/professional/industry qualification and/or sufficient relevant experience to cover the requirements of the post.	✓	
Knowledge of legislation for protected species and sites	✓	
Knowledge/experience of advising landowners in managing land for wildlife		✓
Knowledge of agricultural habitats and species in Wales	✓	
Experience of managing and working with volunteers		✓
Strong IT skills	✓	
Welsh language learner or speaker		✓



Experience	Essential	Desirable
Surveying and monitoring species/habitats relevant to south and west Wales	✓	
Possess specific protected species licences (dormouse, GCN, otter, etc)		✓
Experience in delivering scientific studies, using rigorous methodologies and performing surveys as part of research projects		✓
Experience delivering consultancy work in a timely manner, including data processing, GIS mapping, and report writing, etc		✓
Collaborative inclusive approach to working with other individuals and organisations	✓	
Demonstrable experience of partnership working		✓
Experience of working with a team to achieve collective goals and targets	✓	
Delivering presentations, talks, and guided walks		✓
Experience of following H&S guidance and following good lone working practices		✓



Staff benefits



Flexible working

Our working week is 35 hours, and this role is 14 hours a week. We operate a TOIL working system because some evening and weekend work is required on occasion. It also allows our team to work flexibly to cover personal commitments and responsibilities.

Pension

The Trust operates an auto-enrolment compliant pension scheme with a 6% employer contribution from People's Pension.

Holidays

25 days plus bank holidays, plus additional holiday over Christmas/New year (5 additional days).

Volunteer days

We give our staff the opportunity to use two workdays a year to volunteer for other teams within our Wildlife Trust, including on Skomer Island, or for another organisation.

Staff days

We have an all staff day in the summer for teams to meet in person and visit different reserves and visitor centres, including Cardigan Bay Marine Wildlife Centre and Skomer Island.

Training

We provide internal and external training opportunities to further develop our team's skillsets and qualifications.

Travelling expenses

50p per mile. Shared pool cars available if booked.

Key Dates

Application closing date:

Wednesday 2nd September at 9am.

Interview date:

10th or 11th September at the Welsh Wildlife Centre.

If you haven't received any communication from us by Friday 4th September your application has been unsuccessful on this occasion.

How to apply

Please complete our [online application form](#) or send your completed application form (available to download on our [website](#)) to c.williams@welshwildlife.org with the job title as the subject line.

Please be aware we may not accept applications if we have reason to believe they have been wholly produced using generative AI tools.