



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



Stakeholder Liaison 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

Stakeholder Liaison Officer

Job description

Contract: Part-time (21 hours per week), fixed term until 31st March 2028.

Salary: £17,388 (£28,980 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 Stakeholder Liaison Officer with experience of working with farmers, landowners and rural communities, and an understanding of nature-friendly farming, sustainable land management and ecosystem services. Working closely with colleagues, landowners, farming communities and partner organisations, the postholder will play a key role in building relationships and developing partnerships that support nature recovery across the Teifi catchment.

The Stakeholder Liaison Officer will lead engagement with farmers and landowners, providing advice and support to identify and implement practical land management approaches that benefit biodiversity, soil and water while supporting resilient and sustainable farm businesses. The role will help landowners access appropriate environmental funding, accredited land management advice and sustainable farming opportunities, including the Sustainable Farming Scheme (SFS), and will support the development of farm clusters, knowledge exchange and collaborative approaches to nature recovery.

The postholder will use their knowledge of land management, farming and nature conservation to identify and develop opportunities for habitat creation, restoration and connectivity, including nature-based solutions that can improve nutrient cycling, water retention and landscape resilience while reducing the impacts of flooding, drought, soil erosion and nutrient loss. They will facilitate constructive discussions between stakeholders, including where different interests or perspectives exist, helping to identify shared objectives and practical solutions.



The Stakeholder Liaison Officer will play a key role in delivering the Teifi Fyw – Living Teifi: People and Nature Together project, an innovative partnership bringing 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 local knowledge and stakeholder perspectives inform decision-making and contribute to lasting benefits for both people and nature.

Main responsibilities

- Lead the development and maintenance of trusted relationships with farmers, landowners, rural communities and other stakeholders, facilitating conversations and collaborative approaches to nature recovery and sustainable land management.
- Provide advice and guidance to farmers and landowners on nature-friendly farming and land management practices, including opportunities to improve soil health, nutrient management, biodiversity, water quality and farm resilience.
- Support farmers and landowners to access appropriate environmental funding, accredited land management advice and sustainable farming opportunities, including the Sustainable Farming Scheme (SFS).
- Develop and support farm clusters, peer-to-peer learning, knowledge exchange, workshops and training opportunities that encourage collaboration, innovation and practical action within the farming community.
- Identify, develop and progress opportunities for habitat creation, restoration and connectivity, working with landowners, contractors, volunteers and partners to deliver practical nature recovery measures.
- Initiate feasibility works to explore restoration of natural processes through livestock management and wild species reintroductions.



Main responsibilities (cont.)

- Facilitate constructive discussions where different interests or perspectives exist, helping stakeholders identify shared objectives and practical, mutually beneficial solutions.
- Develop and maintain effective partnerships with Teifi Fyw-Voices of the Teifi delivery partners and wider agricultural, environmental and research organisations, representing WTSWW at meetings, events and partnership forums as required.
- Contribute to the delivery of the Teifi Fyw-Voices of the Teifi programme, including community engagement activities, workshops, events and the Teifi Fyw festival, ensuring local knowledge and stakeholder perspectives inform project delivery.
- Contribute to project monitoring, evaluation and reporting, including the preparation of funding applications, project reports and claims, and support effective management of project budgets and funder requirements.
- Work with colleagues to develop communications and case studies that demonstrate the benefits and impact of nature recovery and sustainable land management.
- Supervise and support contractors, volunteers and other project staff as required, ensuring activities are delivered safely, effectively and in accordance with WTSWW procedures.

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.



Stakeholder Liaison 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	✓	
Knowledge of the Teifi catchment and rural culture to facilitate conversations	✓	
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	✓	

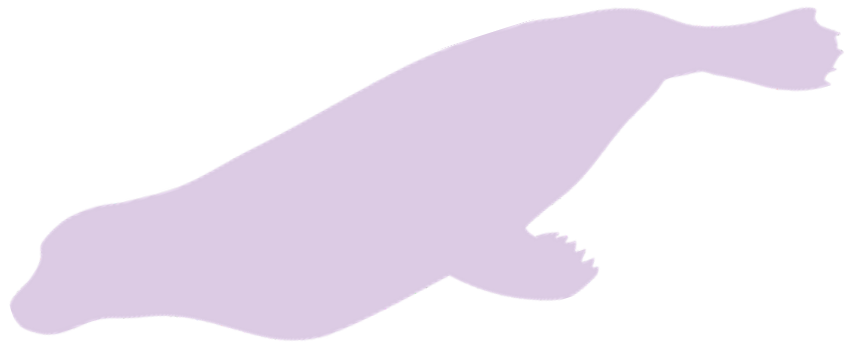


Knowledge and skills (continued)	Essential	Desirable
Strong IT skills	✓	
Good understanding of Safeguarding in the work context	✓	
Good public speaker/presentational skills		✓
Welsh language speaker or advanced learner	✓	

Experience	Essential	Desirable
Delivering work in a timely manner, including practical works, data processing, report writing, and invoice completion, etc	✓	
Experience of rural community engagement especially with landowners/farmers	✓	
Collaborative inclusive approach to working with other individuals and organisations	✓	
Supervising contractors and volunteers	✓	
Experience of working with a team to achieve collective goals and targets	✓	
Demonstrable experience of partnership working	✓	
Surveying and monitoring species/habitats relevant to south and west Wales		✓
Delivering presentations, talks and workshops		✓
Working knowledge of Health & Safety and its application in this role		✓



Staff benefits



Flexible working

Our working week is 35 hours, and this role is 21 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.