**Conservation Officer (Northumbrian Water partnership)**

**Salary: £25410**

**Contract type: Fixed term post end December 2025.**

**Working hours: Full time (37.5 hrs p.w.)**

We are looking for someone with a keen interest in the natural environment, with a good understanding of nature conservation in practice, but who is also highly personable, passionate, and organised. Someone who is comfortable building relationships with our local communities and volunteers as well as able to plan and deliver activity to enhance wildlife on a variety of sites across urban and rural parts of the Tees Valley.

This partnership with Northumbrian Water has built on shared ownership of Portrack Marsh Nature Reserve SSSI, a significant area of wetland habitats situated at the centre of the Tees conurbation. Managing and enhancing the wildlife here and at a series of other Northumbrian Water sites, presents an excellent opportunity to engage new audiences in nature and its recovery.

**Who we are**

Tees Valley Wildlife Trust is part of the influential UK-wide partnership of 46 Wildlife Trusts. We have worked for more than 40 years to protect wildlife and wild places, and educate, influence and empower people. We manage 15 Nature Reserves and help others to manage their countryside sites. Our work is helping to secure the future of many important habitats and species, which might otherwise be lost.

**To Apply**

If you feel this is the role for you then we look forward to hearing from you.

To apply for the position, please complete the Application Form and return it to [info@teeswildlife.org](mailto:info@teeswildlife.org)

Please note, CVs will not be accepted in place of a completed form.

**Closing date: 4th November Noon**

If you require further information regarding any aspect of the application process, please do not hesitate to contact Steve Ashton on 01287 636382

**Interviews will be held on 15th November 2024**

**Details of job**

**IDENTIFICATION OF JOB**

**Conservation Officer (Northumbrian Water partnership)**

**Working base:** Margrove Heritage Centre

**Responsible to:** Conservation Manager

**Responsible for:** Volunteers and trainees

**OVERALL PURPOSE OF THE JOB**

Restoring nature, managing sites and engaging communities based around Portrack Marsh a flagship / NW-TVWT nature reserve and series of satellite NW sites

**MAIN RESPONSIBILITIES**

* Manage and develop Portrack Marsh SSSI as a flagship site for wildlife conservation and community engagement at the heart of Teesside. Deliver planned site management actions and identify other opportunities to improve the nature reserve for wildlife, visitors, volunteering and environmental education.
* Develop and lead a wide range of community engagement and volunteering opportunities at Portrack and the other NW sites including Brenda Road STW, Billingham STW, Eston Pumping Station, Broken Scar WTW, Scaling Dam and Lockwood Beck, Guisborough STW
* Lead on the management and restoration of habitats at Northumbrian Water’s sewage and water treatment works across the Tees Valley. This might include general scrub & grassland management, working to control of invasive non-native species, making repairs to fencing and delivering other habitat enhancements
* Develop and update site conservation management plans
* Undertake or support others to carry out biodiversity monitoring and surveys to assess the impacts of conservation activities.
* Report on progress to and support the wider biodiversity initiatives of both the Tees Valley Wildlife Trust and Northumbrian Water as required
* Build positive relationships between Northumbrian Water, the Wildlife Trust and other stakeholders and community-based organisations to support objectives, reach wider and more diverse audiences, and promote effective partnership working.

In the course of delivering this work the post-holder will need to: -

* Work with full regard to Health and Safety, Equal Opportunities, Safeguarding of Children and Vulnerable Adults and other policies and procedures and maintain and uphold the good reputation of the Trust.
* Be willing to undertake other tasks as reasonably requested.
* To work flexible hours according to the needs of the sites and the communities that are being engaged.

*All staff are ambassadors for the organisation both internally and externally and are expected to act in a professional manner at all times. They are required to abide by organisational rules, policies and procedures as laid down in the staff handbook, adopt environmentally friendly working practices, set and maintain high personal standards of efficiency and customer care and foster a ‘can do’ culture based on ownership, initiative, teamwork and exchange of information.*

**Annual leave**

25 Days Flexible

3 Christmas Office Closure (average)

8 Bank Holidays(average)

Total:36

**PERSON SPECIFICATION**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Personal Qualities** |  |  |
| Enthusiasm for restoring and protecting nature in a variety of urban and rural settings | Y |  |
| Passion & enthusiasm for engaging communities, including new and diverse audiences with wildlife/conservation. | Y |  |
| Positive, creative & resilient – open to new ideas/learning & flexible in approach. | Y |  |
| Willingness to work flexible hours when the work requires. | Y |  |
| Warm and approachable with the ability to establish trust and build strong relationships with diverse audiences. | Y |  |
| Commitment to equal opportunities. | Y |  |
| **Key competencies** |  |  |
| Excellent communicator with a proven track record in developing strong relationships with key individuals/stakeholders (volunteers community organisations, businesses and statutory agencies). | Y |  |
| An excellent team builder/player, but also able to work on own initiative & with a high degree of autonomy. | Y |  |
| IT competent - using Microsoft Office applications. | Y |  |
| Integrity and commitment – honest, with a strong work ethic and a real commitment to the values and aspirations of Tees Valley Wildlife Trust | Y |  |
| **Experience** |  |  |
| Planning and leading site-based, conservation tasks and activities | Y |  |
| Working with volunteers and supporting people from a wide range of backgrounds | Y |  |
| Experience of working collaboratively with external partners | Y |  |
| Experience of working with voluntary and community groups. |  | Y |
| Demonstrable experience of working with people from socially economic and disadvantage backgrounds. |  | Y |
| **Knowledge and skills** |  |  |
| Understanding of the principles and practice of nature conservation and land management. | Y |  |
| Practical skills - able to demonstrate and lead tasks which create, manage or repair habitats and access features (gates, paths, boardwalks, steps etc.) | Y |  |
| An understanding of safeguarding of children and vulnerable adults. | Y |  |
| Ecological surveying for a range of species |  | Y |
| An understanding of the barriers to community involvement and how they may be overcome. |  | Y |
| Ability to work with a diverse range of people and groups from different backgrounds | Y |  |
| Excellent organisational skills able to prioritise and manage a varied workload. | Y |  |
| Driving licence for a car or small van | Y |  |
| Driving licence for minibus and / or trailer |  | Y |