

COTSWOLD LAKES TRUST
Nature Recovery Officer

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Nature Recovery Officer
Terms:	37.5 hours/week; Permanent
Salary:	£26,000 - 30,000 depending on experience
Based at:	Cotswold Lakes Trust Offices Cotswold House, Manor Farm, Down Ampney nr Cirencester, GL7 5QF
Managed by:	Conservation & Estates Director

1. Job Purpose:

The purposes of this post are to develop, deliver, and co-ordinate the Cotswold Lakes Trust's Biodiversity work programme and manage the work of staff, volunteers, and contractors as appropriate

2. Job role and background

Cotswold Lakes Trust is a charity dedicated to the conservation and enhancement of the Cotswold Water Park for the benefit of wildlife and people.

The **Cotswold Water Park** comprises over 180 lakes and stretches across 42 square miles. It straddles three counties and contains four local authorities.

The Cotswold Water Park is an important site for wildlife with 35,000 wintering and breeding waterbirds, aquatic plants, Black Poplars, bats, mammals, and floodplain grasslands. In January 2021, the Cotswold Water Park was recognised nationally as a Site of Special Scientific Interest (SSSI) it also meets the criteria to be recognised as internationally important for water birds.

The Cotswold Water Park is also an important site for people, around 20,000 people live within the area and in addition approximately 1 million visitors visit and stay in the area to pursue water-based activities and to informally access this landscape.

A key part of this role will be to explore and develop ways to manage these two key features alongside each other.

The Trust employs a small team of staff based at its offices near Cirencester and is governed by a board of seven trustees.

The **Nature Recovery Officer** will be responsible for the delivery, development, and management of the Trust's Biodiversity work programmes and initiatives. The post will be expected to develop and maintain good working links with the Trust's key biodiversity partners in order to deliver the Trust's objectives. These partners comprise, other nature conservation organisations, mineral extraction companies, landowners, local government, funding bodies, and local communities.

3. Key tasks and responsibilities

Key tasks

- a. To lead on the ongoing development of the CWP Nature Recovery Plan and to facilitate the effective operation of the Cotswold Water Park Nature Conservation Forum – the key biodiversity partnership covering the Cotswold Water Park.
- b. To build strong and effective delivery partnerships with key organisations through strategic initiatives such as the Local Nature Partnerships and Nature Recovery Networks.
- c. To develop, co-ordinate, and implement the Trust's Biodiversity work programmes.

The above key tasks delivered using the following mechanisms:

- a. In the context of climate change, ongoing mineral extraction, contributions to net zero, the spatial location and constraints of the water park, devise long-term plans for the enhancement of biodiversity and the management of the environment particularly in relation to water.
- b. To investigate and advise on opportunities to deliver further biodiversity enhancement through emerging schemes, such as Biodiversity Net Gain, Biodiversity Offsetting, Ecosystem Services, Natural Capital and Green Infrastructure.
- c. Develop volunteering opportunities to improve monitoring of species and habitats and support the work to enhance habitats. Assist in maintaining and motivating volunteers and, where practical, increase the number and capacity of volunteers.
- d. To actively identify new potential sources of funding and to assist in developing applications for funding to deliver the Trust's charitable objectives.

- e. Develop monitoring programmes to assess the effectiveness of the Trust's and other partners actions to enhance the environment.
- f. To prepare progress reports for key funders and partners as requested.
- g. To develop and sustain partnerships with a wide range of public, private and voluntary organisations that work within the Cotswold Water Park.
- h. Provide specialist advice on biodiversity issues in relation to organisation's response to planning applications and consultations.
- i. Develop relationships and provide (chargeable where appropriate) advice to local landowners to support actions that increase biodiversity
- j. To assist in communicating the work and achievements of the organisation at public meetings, events and fora as appropriate.
- k. To ensure that the senior management of the organisation and Trustees are fully briefed on biodiversity issues.

4. Key result areas

- a. Develop and expand the Trust's Biodiversity work programmes.
- b. Achieve biodiversity gain and delivery of the CWP Nature Recovery Plan through the planning system (by inclusion of appropriate conditions and policies within mineral applications, development) through emerging initiatives (such as biodiversity net gain) and through grant funded projects.
- c. Maintain and developing excellent working relationships with key strategic partners and fora.

5. Reporting arrangements

1. The post will report directly to the Conservation & Estates Director.
2. The post will be responsible for the line management of staff and volunteers and contractors as appropriate.

Person Specification

	Essential	Desirable
Education / Training	Degree or equivalent in relevant subject	Higher degree in relevant subject. Membership of a professional institute
Experience	<p>Minimum of 3 years post graduate experience.</p> <p>Working with biodiversity partnerships/ groups</p> <p>Working with Local Authorities and other statutory bodies</p> <p>Project management, supervision (and or management) of staff and volunteers</p> <p>Ecological field survey work, in particular good all-round field survey skills.</p>	<p>Experience of planning; development control and/or strategic planning.</p> <p>Fund raising</p> <p>Waterbird survey / ID skills</p> <p>Practical habitat management experience</p>
Skills knowledge and aptitude	<p>Excellent oral, written and presentation skills</p> <p>Excellent planning and organisation skills</p> <p>Ability to work pro-actively and independently and be self-motivating.</p> <p>Good IT knowledge and skills especially word processing, spreadsheets.</p> <p>Diplomacy & tact</p> <p>Good Report writing skills</p> <p>Able to travel in the region.</p>	<p>Community engagement and negotiation.</p>

Values and Attitudes	Commitment to improving the environment Promotes partnership working Flexibility Confident Enthusiastic	
Specialist Knowledge		Understanding of regional and local governance structures and roles. Wetland ecology / management of waterbird disturbance
Other	Full clean driving licence Access to vehicle for business use Passion for wildlife and an interest in; nature conservation, heritage, landscape and culture, and community engagement and participation.	

Conditions of Service:

- Full time (permanent position, subject to six-month probationary period)
- Flexibility, as sometimes will be required to attend activities in the evenings and weekends
- Holiday entitlement - 24 days plus statutory holidays.