



Cumbria
Wildlife Trust

Job Description

- Job Title:** Grassland Conservation Officer
- Weekly Hours:** 35 hours per week
- Based At:** Cumbria Wildlife Trust Offices at Plumgarths, Crook Road, Kendal, LA8 8LX
- Reports To:** Grassland and Pollinator Team Manager

Job Purpose:

Cumbria Wildlife Trust has been at the forefront of species-rich grassland conservation in Cumbria for over 20 years delivering successful and celebrated projects such as Meadow Life and Get Cumbria Buzzing. The purpose of this role is to continue that work through the coordination and delivery of species-rich grasslands restoration and enhancement across a range of projects, thus ensuring they contribute to nature recovery.

Special Features of the Role:

The role will involve working as part of the Trust's Grassland and Pollinator Team, taking the lead on delivering a programme of grassland habitat assessment/survey work and restoration across Cumberland and Westmorland & Furness. Key to the role's success will be working with and building relationships with partners including Natural England, National Trust, National Highways, local authorities, farmers and landowners.

Supporting and working alongside the Trust's network of volunteers will also be crucial to delivering project activities. The role will include contributing to the collection and management of the Trust's grassland data and mapping and developing new opportunities for the involvement of people in conservation.

Finally, the Trust's Grassland and Pollinator Team aspire to excellence in their work and this role will involve sharing grassland restoration knowledge and expertise with fellow team members as part of their ongoing development.

Main Responsibilities and Accountabilities:

Coordinate and facilitate a programme of species-rich grassland enhancement/restoration for multiple projects:

- Working with landowners the post holder will obtain permissions, and carry out site visits & baseline surveys on the identified sites.
- They will plan and organise enhancement/restoration schemes including the identification of donor sites for seed, and/or green hay and/or plug planting.

- Coordinate on-site delivery and ensure the correct management is in place through the production of site-specific management plans, and through follow-up discussions with landowners and tenants (to ensure commitment as per funding requirements).
- They will also contribute to the collection and management of the Trust's grassland data and mapping.

Further appreciation, enjoyment and understanding of species-rich grassland:

- Deliver a range of grassland restoration/management training where needed for partners, landowners including smallholders.
- Working with partners, local communities and contractors the post holder will organise and where necessary deliver audience engagement activities. These will be a mixture of (e.g. ID courses and talks) as well as physical events (e.g. demonstration days, conservation days, community planting days, open meadows & guided walks).

In addition to the above the post holder will support the Trust by:

- Work with the Grassland and Pollinator Team Leader to budget for, and track expenditure on, projects, monitor and evaluate projects, report to funders and organise grant claims.
- Be proactive in increasing the Trust's membership.
- Raise the profile of Cumbria Wildlife Trust.
- Seek to raise increased funds for the Trust.
- Develop and participate in educational aspects of the Trust's work including events, guided walks and illustrated talks.
- Any additional duties as outlined in the Annual Work Plan and the Trust's Universal Work Plan.
- Any other duties linked to grassland work streams that may reasonably arise from time to time.

All tasks and responsibilities are to be carried out in accordance with the Trust's policies and procedures.
November 2024

Person Specification

Post: Grassland Conservation Officer

1. Qualifications & Experience:

The post holder will be expected to have qualifications and recent and relevant experience in the following areas:

		Essential	Desirable
1.	Relevant knowledge gained through experience in a similar role or qualifications in ecology, environmental sciences or a related subject.	•	
2.	Experience in grassland restoration/creation & management.	•	
3.	Experience in related botanical surveying.	•	
4.	Experience in data collation, manipulation and analysis.	•	
5.	Experience in partnership working.	•	
6.	Experience working with volunteers.		•

2. Knowledge & Skills:

The post holder will have the following knowledge and skills:

		Essential	Desirable
1.	Specialist knowledge of grassland ecosystems.	•	
2.	Understanding of grassland restoration ecology.	•	
3.	Habitat/restoration management plan writing.	•	
4.	Good general written and oral communication skills.	•	
5.	Team working skills.	•	
6.	Ability to work under own initiative.	•	
7.	Word processing, G.I.S, Access and Excel database skills, including data entry.	•	
8.	Full driving licence and access to a vehicle.	•	
9.	Knowledge of upland agricultural systems.	•	
10.	Knowledge of agri-environment schemes.	•	
11.	Phase 2 (N.V.C) botanical survey skills.		•
12.	Writing funding/project reports.		•

3. Personal Qualities:

The post holder should possess the following:

		Essential	Desirable
1.	Comfortable working out of doors in inclement weather and on rough ground.	•	
2.	Self-motivation.	•	