



# Nottinghamshire Wildlife Trust

Applicant Recruitment pack



*Achieving a people powered nature recovery*

## About us.....

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Nottinghamshire Wildlife Trust is the leading wildlife conservation charity working to protect and enhance the wildlife and habitats of Nottinghamshire.

We care for dozens of nature reserves across the county, including a mixture of valuable wildlife habitats ranging from beautiful wildflower meadows to splendid ancient woodlands and dynamic wetlands.

We work with local communities across the county through running events, providing support and advice and volunteering opportunities and we seek to ensure our county is a wildlife rich place to live.

We are also a leading and courageous voice in standing up for wildlife and the environment. Particular attention is given to positively influencing the planning system at the district, county and regional levels.

We also work nationally in partnership with sister Wildlife Trusts.



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## We believe.....

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That the natural world is valuable in its own right and is under threat

That people are part of the natural world and we depend upon it for our existence

That everyone should have the opportunity to live in a healthy, wildlife-rich natural world

That it is vital that we work with others because we all have the power to make a positive impact on the nature and climate emergencies



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# Our Vision.....

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That Nottinghamshire's people and wildlife are thriving together.

The Wildlife Trusts are calling for at least 30% of our land and sea to be connected and protected for nature's recovery by 2030. 30% is the bare minimum that nature needs to start recovering but we are far short of this and need your help to turn things around.

To help us achieve these ambitious goals across the UK we want to inspire at least 1 in 4 people here in Nottinghamshire to take action for wildlife at home, at work, at school or in their neighbourhood.



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# Our Goals.....

## Wilder Nottinghamshire 2030

**Wilder Places =  
nature in recovery**

More naturally functioning landscapes where wildlife is thriving and more abundant, lost species have returned, and communities are protected by and benefiting from nature. Our estate and other sites of wildlife importance are protected

**Wilder Lives =  
people taking action**

People value, and feel connected to nature, are collaborating to take action for nature and are leading action for nature in their own communities

**Thriving Together =  
securing our future**

Staff and supporters are valued and connected, we are the 'go to' nature organisation in Nottinghamshire that people want to support; our income is well raised and spent wisely, and governance and leadership enables our success



# Background to the Action for Nature Manager role

Nature has a hugely positive impact on people's mental and physical wellbeing, yet in modern society many are disconnected from, and have no access to, the natural world. We don't believe this is fair and we want to do everything we can to enable individuals and communities to reconnect with and take action to restore nature in their own neighbourhoods and beyond - finding ways to work, live and reconnect with healthy vibrant nature.

We will grow and develop our Wilder Nottinghamshire Network to support this, to celebrate and connect the work of others, and to help make taking action for nature part of a normal way of life. Through our established volunteer programmes and innovative community mobilising approach, we will give many more people the inspiration, hope and support they need, directly and by signposting, so they can be part of nature's recovery and feel the benefits in their lives and communities.

We will prioritise connecting people of all backgrounds to nature and co-create innovative ways to take a wilder approach that delivers the best outcomes for communities and nature. We'll work hard to reach into new and diverse communities, primarily across our four strategic areas (Wilder Rivers, Wilder Idle, Wilder Woodlands, Wilder City, and including our two flagship nature reserves of Attenborough and Idle Valley), encouraging more people to take action for nature and climate in both urban and rural settings.



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# About the role

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*The Action for Nature Manager is a new opportunity to shape the future of community involvement in nature's recovery across Nottinghamshire.*

Leading a team of officers working across community organising and mobilising, volunteering and youth activism you'll be a dedicated advocate of grassroots action for nature. You'll be equally comfortable facilitating environmental action within communities as well as across our nature reserves, enabling the Wilder Nottinghamshire Network – our movement for nature – to grow and flourish.

As part of NWT's operational leadership team, you'll work collaboratively with colleagues at NWT and across the wider Wildlife Trusts movement to support the development of opportunities to grow our movement for nature. You'll be committed to leading and developing effective teams, with a clear focus on measuring impact to demonstrate positive outcomes for NWT, our communities and nature across Nottinghamshire.

With a background in community organising, mobilising or volunteer coordination you'll have experience in leading operational delivery of multidisciplinary projects enabling community action, ideally with an environmental focus. You'll recognise the importance of understanding communities and will have a keen focus on equity and inclusion to develop accessible programmes of activity, ensuring that our support is focused where it is most needed.

This is a varied role where you'll develop strong links with supporters, partners and stakeholders as well as with highly committed colleagues so excellent communication skills, empathy and an understanding of the voluntary sector are essential, as is the desire to recognise and celebrate the achievements of others. You'll be self-motivated, adaptable and committed to growing involvement in a Wilder Nottinghamshire.



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# Wilder Places: Nature in Recovery



## Think Beyond Boundaries

Look beyond our land to think on nature's scale.



## Lead by Doing

Demonstrate how restoring nature delivers multiple benefits.



## Influence Land Management

Offer targeted advice to landowners and land managers.



## Restore Species

Bring back lost species



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# Wilder Lives: People Taking Action

## Connect

Help people reconnect with nature for wellbeing.

## Advocate

Champion nature with decision makers.



## Inspire

Share the wonders of the natural world.

## Empower

Support communities to take action.



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# Thriving Together = Securing our Future

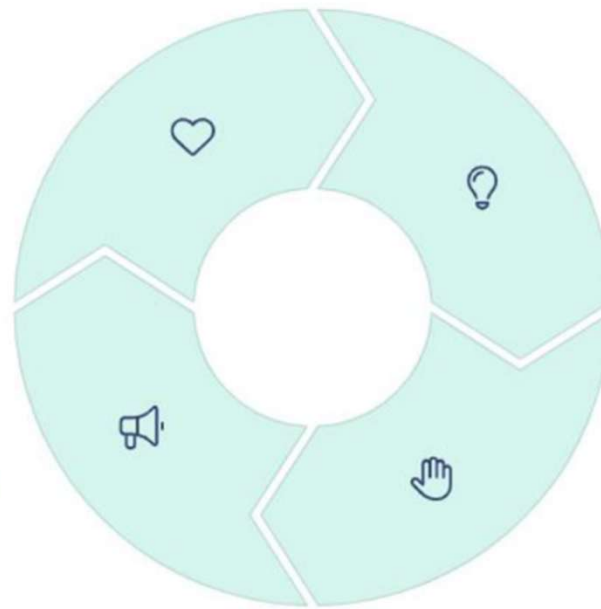
This underpinning goal is about making Nottinghamshire Wildlife Trust secure and sustainable for a long time to come, so we can continue our vital work for wildlife in our county.

## Value

We will prioritise the wellbeing of our people – volunteers and staff – and will live up to our core values across our organisation

## Advocacy

Through our campaigns we will communicate a positive picture and narrative of the huge and varied opportunities that could be created if we achieve a wilder Nottinghamshire.



## Sustainable






We'll run our organisation in a sustainable way, by being confident that our resources of time, talent and money are invested in achieving the biggest impact possible for nature in Nottinghamshire.

## Volunteers

We'll provide even more, and more diverse, opportunities for people to have a great experience of volunteering with us



# Our Values.....

Ambitious	Together	Innovative	Inclusive	Supportive
				
<p>We're <b>ambitious</b> for nature and for a Wilder Nottinghamshire, now and in the future. We're not afraid to speak up for what we believe in, and support others who share our beliefs</p>	<p>We work <b>together</b>, valuing teamwork and collaboration to achieve the best outcomes for wildlife and people across Nottinghamshire</p>	<p>We're <b>innovative</b>, using the knowledge and expertise of our colleagues, volunteers, supporters and partners to bring about a step change for nature's recovery</p>	<p>We're <b>inclusive</b>, challenging ourselves and others, to become even more relevant amongst our local communities and networks</p>	<p>We're <b>supportive</b>, valuing each other and everyone we work with; recognising and celebrating diverse experience and expertise</p>



# Our offices.....



## TORS

The Old Ragged School  
1 Brook Street  
Nottingham  
NG1 1EA

Tel: 0115 958 8242

E-mail: [info@nottswt.co.uk](mailto:info@nottswt.co.uk)

Opening hours: Monday-Thursday 9am-5pm



Attenborough Nature Centre  
Barton Lane, Attenborough  
Nottingham  
NG9 6DY

Tel: 0115 972 1777

E-mail: [attenborough@nottswt.co.uk](mailto:attenborough@nottswt.co.uk)

Opening hours: (Summer)

Monday to Friday: 9am to 5pm, Café closes at 4.30pm. Weekend: 9am to 6pm, Café closes at 5.30pm.

(Winter) Every day: 9am to 4pm, Café closes at 4pm.



Idle Valley Rural Learning  
Centre  
North Road (A638)  
Retford, Nottinghamshire  
DN22 8RQ

Tel: 01777 858 245

Opening hours: (Summer)

Monday to Friday: 10am to 5pm, Café closes at 4.30pm. Weekend: 9am to 6pm, Café closes at 5.00pm.

(Winter) Every day: 10am to 3pm, Café closes at 3:30pm.



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# The Old Ragged School (TORS) Car Parking





## Employee Benefits

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- Flexible working options, including home-working, and a healthy work-life balance encouraged
- Generous annual leave plus public holidays
- 8% employer pension contribution
- Health payment plan
- Payment of professional membership fees
- A close-knit, friendly and supportive team, with a relaxed office atmosphere
- Family friendly organisation



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# Learning & Development.....

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We will fully support your training and development by:

- Supporting you in identifying training and development needs on an ongoing basis
- Giving you the time and resources to undertake the training / development
- Assisting you in applying the development in the workplace
- Offering training and development on a fair basis, assessing organisational and individual needs in relation to training and development.



# Wellbeing.....

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We provide the following to support employees in maintaining good health and wellbeing:

- Open communication and regular meetings including regular one to one catch ups and formal supervision sessions with their line manager
- Managers have an 'open door' policy whereby they are available for employees throughout the organisation to contact through the day.
- Special leave arrangements in line with our policies i.e. compassionate leave
- Opportunities for flexible working.
- An organisational grievance policy.
- Safeguarding policies
- A safe environment for employees to share matters of concern.
- An Employee Assistance Programme available to all employees



# We are a Disability Confident Employer.....

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We are proud of our efforts in acknowledging the value of disabled employees and are forging ahead towards a more inclusive workplace, aligning to our strategic objective of **Thriving Together** and our values of being **Inclusive, Supportive** and **Ambitious**.

We are:

- Continuously developing inclusive and accessible recruitment
- Communicating vacancies to a wider diverse audience
- Showcasing our Disability Confident logo in our communications
- Offering interviews to disabled people who meet the essential criteria
- Providing reasonable adjustments
- Supporting existing employees with new or ongoing health conditions

If you require any adjustments to make our recruitment process more accessible, please let us know by contacting the HR team at [HR@nottswt.co.uk](mailto:HR@nottswt.co.uk)



# Making your application.....

Adjustments - If you require any adjustments to make our recruitment process more accessible, please let us know by contacting the HR team at [HR@nottswt.co.uk](mailto:HR@nottswt.co.uk)

Employment checks - We are committed to safeguarding our employees; safeguarding and promoting the welfare of children and adults at risk; and mitigating the risk to our business of financial and/or data fraud.

Applicants must be willing to undergo pre-employment checks with past employers; Disclosure and Barring Service checks at the eligible level; right to work checks and driving licence checks (where applicable).

Please do not use artificial intelligence tools to assist you to complete the application form. We may not accept applications that have been completed utilising AI tools. If you would usually use tools such as these to assist you in filling in a form, please contact [HR@nottswt.co.uk](mailto:HR@nottswt.co.uk) to discuss this further and understand other options.

