



Nottinghamshire Wildlife Trust

Applicant Recruitment pack



Achieving a people powered nature recovery

About us.....

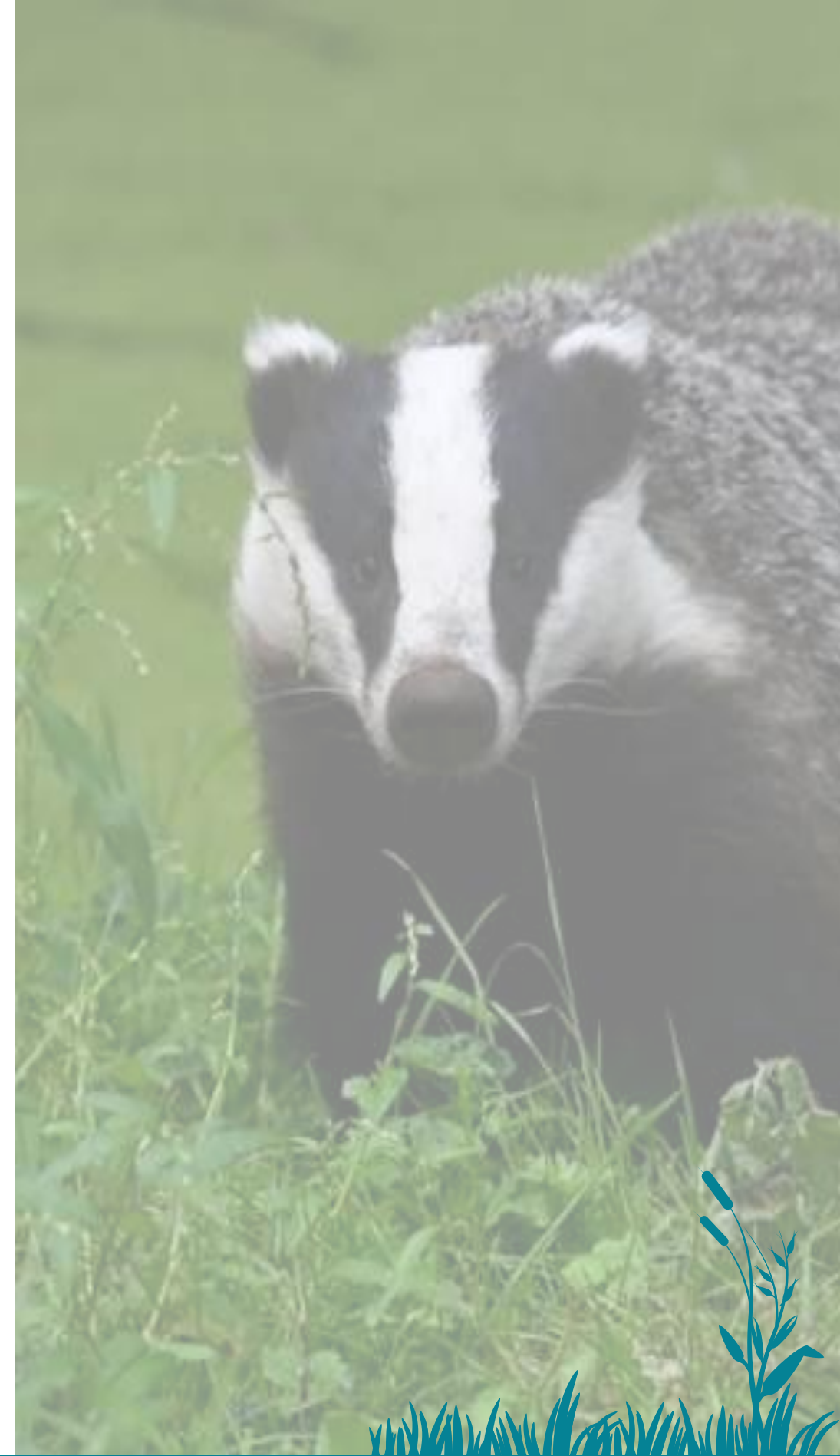
Nottinghamshire Wildlife Trust is the leading wildlife conservation charity working to protect and enhance the wildlife and habitats of Nottinghamshire.

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.....

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



Our Vision.....

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 Nature Recovery Advice Manager Role

We know that Nature's Recovery is essential for both wildlife and people and that we need to reverse habitat and species losses, de-fragment habitats, and substantively increase the scale of wildlife-rich habitats in our County. NWT has been working at a landscape-scale for many years, delivering habitat creation, restoration and management on our own land and also working with third party landowners. We have made good progress towards meeting our 30x30 and species recovery goals, but need to expand our capacity to do more, and to escalate our speed of delivery, hence we are looking for an experienced ecologist, who can support our Nature Recovery Advisors.

We have a long and successful history of providing land management advice, to farmers, public sector landowners, community groups and mineral companies. We are also influential in protecting nature through the planning system and through driving high quality mineral restoration to priority habitats, at scale.

Working with the Director of Nature Recovery, this new role will support staff across the team with technical ecological and conservation advice, and work with our external partners to ensure that policy and practice across planning and land management will bring about nature's recovery.



About the Nature Recovery Advice Manager Role

Day to day, this role will manage the Nature Recovery Advisor team to provide technical ecological advice to encourage others to take action for nature.

Working closely with the Director of Nature Recovery, you will:

- Deliver expert advice on land management, habitat restoration and species recovery to internal teams, external landowners, farmers, businesses and community groups.
- Deliver expert advice to influence key housing, infrastructure, minerals, energy generation and other significant developments in the county to secure gains for nature and create opportunities to generate income for NWT
- Build and maintain strong relationships with landowners and farmers in key areas to encourage the adoption of nature-friendly practices and nature-based solutions
- Oversee, from a technical perspective, the delivery of internal conservation management and restoration projects
- Work to influence key external plans and strategies e.g. Local Plans, Growth and Economic Development strategies, to benefit wildlife



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
				
We're ambitious 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	We work together , valuing teamwork and collaboration to achieve the best outcomes for wildlife and people across Nottinghamshire	We're innovative , using the knowledge and expertise of our colleagues, volunteers, supporters and partners to bring about a step change for nature's recovery	We're inclusive , challenging ourselves and others, to become even more relevant amongst our local communities and networks	We're supportive , valuing each other and everyone we work with; recognising and celebrating diverse experience and expertise



Our offices.....



TORS
The Old Ragged School
1 Brook Street
Nottingham
NG1 1EA
Tel: 0115 958 8242
E-mail: 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

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



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Employee Benefits

- 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



Learning & Development.....

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.....



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.....



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



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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

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 to discuss this further and understand other options.

