



The
Wildlife
Trusts

Coastal Restoration Officer

RECRUITMENT PACK

Salary: Up to £28,000 per annum

Location: Home based, with office space available in Newark (Tues - Thurs).

Some UK travel will be required.

Full time: 35 hours per week

2 year fixed term contract

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About Us

The Royal Society of Wildlife Trusts (RSWT) is the central charity which supports the federation of 46 independent Wildlife Trusts working for nature's recovery across the UK, Alderney and the Isle of Man. The Wildlife Trusts' vision is of a thriving natural world, with abundant wildlife and healthy natural habitats playing a valued role in addressing the climate and ecological emergencies, and everyone inspired to take action for nature's recovery.

Collectively, The Wildlife Trusts have more than 900,000 members, employ 3,500 staff, look after over 2,300 nature reserves, operate 123 visitor and education centres and own 29 working farms. The role of RSWT is to ensure a strong voice for wildlife at a UK level and to provide strategic leadership, support and development for The Wildlife Trusts. We provide shared expertise in areas such as climate change, digital fundraising, nature-based solutions, policy and safeguarding. We facilitate UK-wide communities of practice to share learning and replicate successful approaches so that together we are more than the sum of our parts. We support the individual Wildlife Trusts to be a strong force for nature in their local areas and to work together to achieve even greater impact as a collective.

The Wildlife Trusts are on a mission to bring about a people-powered nature and climate recovery by empowering people to take meaningful action for nature, and to create an inclusive society where nature matters to everyone, everywhere. We are ambitious in our desire not just to slow, but to reverse the declines in nature. Together we have developed a bold, new collective strategy which outlines our vision and the actions we will take to restore nature over the next eight years.

About Us

Central to our strategy are our three goals which set out what we are striving to achieve by 2030 in pursuit of our vision of a thriving natural world. Goal 1 is to put nature into recovery with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive. Goal 2 is to inspire people to take action for nature and climate, resulting in better decision-making for the environment at both local level and across the four UK nations. And Goal 3 is to enable nature to play a central and valued role in helping to address local and global problems, such as by helping tackle climate change and supporting wellbeing and education.

Achieving these ambitious objectives means that we must develop new ways of working which increase the scale and impact of our work. Therefore, we have embarked on a programme of strategic transformations that are essential to achieving our goals, and which will result in a stronger and more effective Wildlife Trust movement for the long term. RSWT is leading the transformation programme across The Wildlife Trusts including in community organising, equality, diversity and inclusion, and funding nature's recovery. The Wildlife Trusts have existed for over 100 years thanks to a strong membership base and traditional fundraising activities.



About You

Are you a passionate marine/coastal conservationist, looking to work for one of the UK's best-loved nature charities? If so, then we have an exciting opportunity for you!

We are the largest non-governmental organisation working on marine and coastal issues in the UK, and are looking for a supportive, enthusiastic and knowledgeable colleague to join our ambitious marine team. We work on everything from terrestrial to marine restoration to bring about nature's recovery, for the benefit of all. Despite Blue Planet and more recently the Wild Isles series, we still have a job to do, to raise the profile of the sea and all that lives within it.

We know that our coastline is under increasing pressure, and we need to do more to restore and conserve it for future generations – are you the person to help us do that? The coast is changing as sea-levels rise. Without planning, coastal change can be catastrophic for people and sometimes for wildlife. Planning and designing realignment in front of future sea-level rise makes sense, but opportunities are limited. This post will help The Wildlife Trusts identify those opportunities and coordinate funding and licensing to ensure that realignment works both for those communities affected and helps to restore our wonderful coastal wildlife.

You will have a detailed understanding of coastal processes, including relevant nature conservation issues. You will need to enjoy working in a fast-paced environment, be organised and resourceful and have meticulous attention for written detail as well as a passion for our cause. You will need to have excellent communication and facilitation skills, be adept at working with lots of information while able to bring out the best in the way we emphasise the work of The Wildlife Trusts to all.



About You

The Wildlife Trusts value passion, respect, trust, integrity, pragmatic activism and strength in diversity. Whilst we are passionate in promoting our aims, we are not judgemental and are inclusive. We want our people to be as diverse as nature, so we particularly encourage applications from people who are underrepresented within our sector, including people from minority backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

RSWT take our Safeguarding responsibilities extremely seriously. Please click [here](#) to read our commitment statement.

As a Disability Confident employer, we are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible.

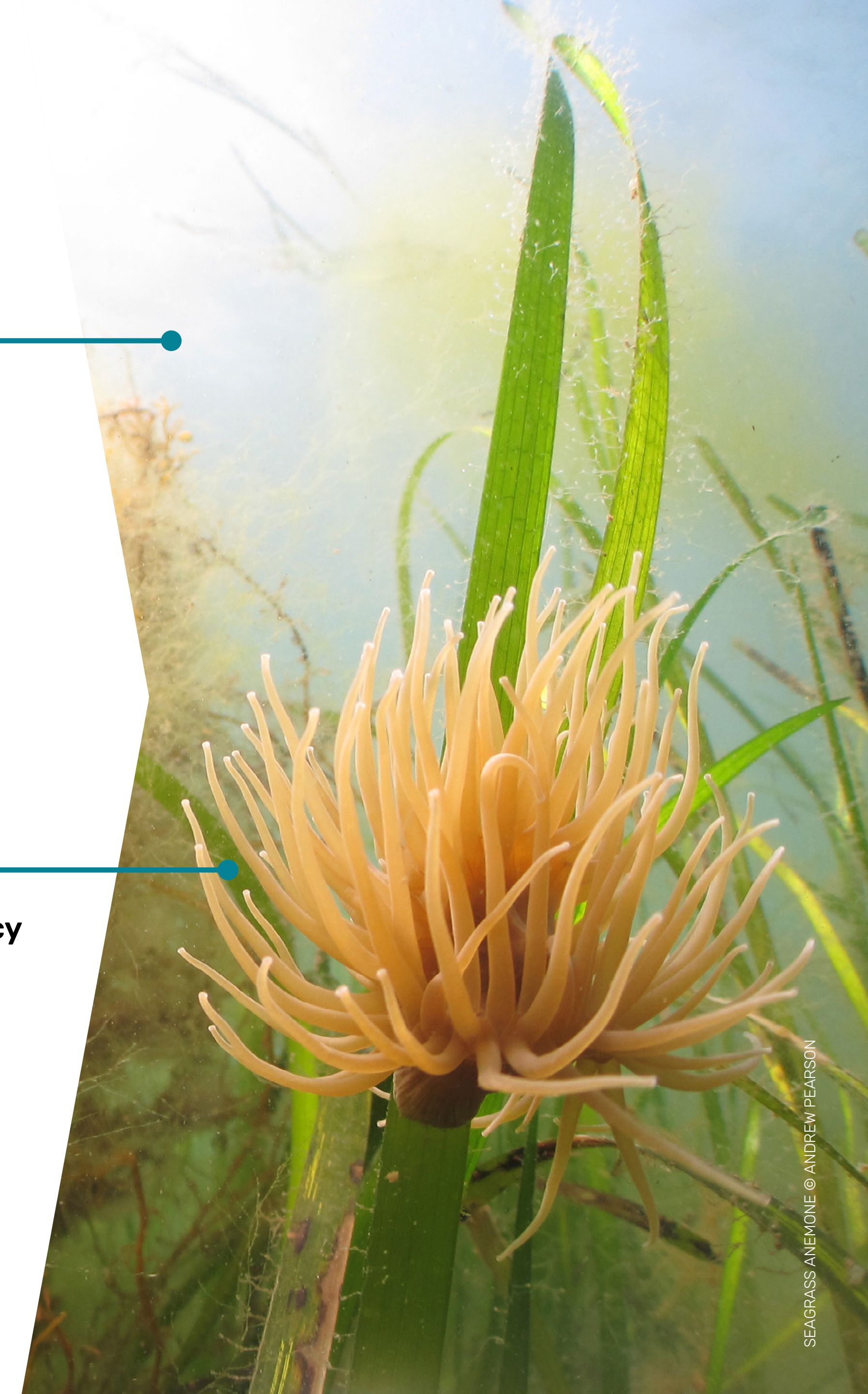
This role may be subject to a DBS check.

Job Description – Overall Purpose

- **To coordinate and drive Trust delivery of coastal restoration projects in England and Wales by:**
 - Ensuring Wildlife Trust coastal restoration projects are delivered in line with The Wildlife Trusts' policy positions (such as on intertidal and marine biodiversity net gain).
 - Mapping, identifying and creating a collective offer/ pipeline of coastal opportunities for intertidal/marine biodiversity net gain and compensation.
 - Coordinating and supporting Wildlife Trust coastal restoration projects, working as appropriate with other eNGOs, public bodies and industry partners, such as RSPB, National Trust, National Grid, Environment Agency, Natural England, Crown Estate, Seabed Users and Developers Group.
 - Acting as facilitator for The Wildlife Trusts' coastal restoration community of practice.

Job Description – Main Responsibilities

- **Ensuring Wildlife Trust coastal restoration projects are delivered in line with The Wildlife Trusts' policy positions (such as on intertidal and marine biodiversity net gain):**
 - Work with policy colleagues and local Wildlife Trusts to agree a set of principles for Trust "gold standard" delivery of coastal restoration projects.
 - Work with Trusts to help them deliver coastal restoration projects in line with these principles.
- **Mapping, identifying and creating a collective offer/ pipeline of coastal opportunities for intertidal/ marine net gain and compensation:**
 - Draw from existing / current mapping work to map coastal restoration possibilities, including that undertaken by the Environment Agency, Crown Estate and local Wildlife Trusts.
 - Create GIS maps of potential coastal restoration opportunities Wildlife Trusts could deliver.



Job Description – Main Responsibilities

- **Coordinating and supporting Wildlife Trust coastal restoration projects, working as appropriate with other eNGOs, public bodies and industry partners, such as RSPB, National Trust, National Grid, Environment Agency, Natural England, Crown Estate, Seabed Users and Developers Group:**
 - To ensure strategic Wildlife Trust delivery of coastal restoration in partnership with other stakeholders.
 - Act as a single point of contact for Wildlife Trust delivery of coastal restoration projects, for entities such as National Grid and collaborative projects such as The Crown Estate's intertidal restoration group and the Environment Agency's Restoring Meadows, Marsh and Reef (ReMeMaRe) initiative.
 - Represent The Wildlife Trusts on research and development/innovation fora in order to further exploration of the deployment of new and novel techniques.
- **Acting as facilitator for The Wildlife Trusts' coastal community of practice:**
 - Bring local Wildlife Trusts together online (and as needed in person) to share insights on coastal nature recovery.
- **General responsibilities:**
 - Working as part of a dynamic team.
 - Keep abreast of developing issues relevant to coastal conservation. A commitment to the cause of The Wildlife Trusts would be valuable.
 - Manage the administration for internal working groups and stakeholder forums which inform the team's delivery and policy work, including organising venues and other relevant requirements.
 - The role will require travel and possible overnight stays at conferences and occasional evening meetings.
 - For the organisation to work effectively you may be required to assist with other areas of work and therefore, you should be prepared to undertake other duties appropriate to the post, and any other reasonable duties required.
- **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.**



Person Specification

Essential

- Personal Qualities:
 - Ability to work with a wide range of partners from different sectors
 - Excellent communicator verbally and in writing
 - Highly motivated and professional with high standards of work
 - Diplomatic in approach, and sensitive to the needs of stakeholders
- Key Competencies:
 - Strong planning and project management skills
 - Ability to be collaborative and assertive
- Knowledge and skills:
 - Competent in the use of GIS software and tools e.g. ESRI
 - Excellent relationship management skills

Desirable

- Key Competencies:
 - Ability to build trust and respect with a wide variety of stakeholders and interest groups
- Experience:
 - Experience of working on nature restoration projects
 - Experience of delivering projects on time, to budget and in line with agreed outputs and outcomes
- Knowledge and Skills:
 - A strong understanding of nature conservation, policy frameworks and statutory bodies
 - Working in a networked organisation



Additional benefits of working for The Wildlife Trusts

- Private medical insurance
- Electric vehicle salary sacrifice scheme
- 26 days holiday per year plus 8 bank holidays
- 4 Concessionary Days
- Non-contributory Life Assurance Scheme
- Generous pension contribution
- Charity worker discount
- Employee Assistance Programme

Closing date for applications: 15th May 2024

First interview: 6th June 2024

Second interview: 12th June 2024

