



The  
**Wildlife**  
Trusts

# Temperate Rainforest Monitoring Officer (UK Temperate Rainforest Programme)

## RECRUITMENT PACK

**Salary: up to £32,445 per annum**

**Location: Newark- Hybrid working with regular travel to other places of work including Wales.**

**Full time (35 hours per week) Part time hours would be considered**

**Temporary, until 31st May 2027**





## About Us

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, who believe that we need nature and nature needs us. We have more than 944,000 members, over 38,000 volunteers, 3,600 staff and 600 trustees. There are 46 individual Wildlife Trusts, each of which is a place-based independent charity with its own legal identity, formed by groups of people getting together and working with others to make a positive difference to wildlife and future generations, starting where they live and work.

Every Wildlife Trust is part of The Wildlife Trusts federation and a corporate member of the Royal Society of Wildlife Trusts, a registered charity in its own right [founded in 1912](#) and one of the founding members of IUCN – the International Union for the Conservation of Nature. Taken together this federation of 47 charities is known as The Wildlife Trusts.

The next few years will be critical in determining what kind of world we all live in. We need to urgently reverse the loss of wildlife and put nature into recovery at scale if we are to prevent climate and ecological disaster. We recognise that this will require big, bold changes in the way The Wildlife Trusts work, not least in how we mobilise others and support them to organise within their own communities.



## About You

Do you want to help to develop and implement a ground-breaking programme to restore temperate rainforest across the west of the UK? Are you passionate about systematically collecting, analysing and communicating data to support the delivery of nature's recovery? We are looking for an organised and collaborative monitoring officer to help us implement one of the largest nature-based solutions programmes to date. We need you to help us to tackle the climate change and nature crises.

You will work with other members of the Temperate Rainforest Programme Team to develop and implement a bespoke monitoring programme to systematically capture and communicate data that will enable us to measure and demonstrate the impact of The Wildlife Trusts' UK Temperate Rainforest Programme – on biodiversity, climate change mitigation and adaptation, local communities and the economy as well as supporting monitoring on other landscape scale initiatives.





## About You

We are looking for a technical specialist who understands and cares about the positive contribution that large scale woodland creation can make to nature's recovery and to efforts to reduce and adapt to climate change. This role will implement and support monitoring arrangements for The Wildlife Trusts' UK Temperate Rainforest programme and at the Wildlife Trusts' Rothbury Estate in Northumberland. You will be organised and motivated with excellent analytical and project delivery skills, including an understanding of different ecological, social and land-management monitoring approaches, as well as an interest in evidence relating to woodlands, biodiversity and climate change adaptation. Key to this role will be familiarity with the collection, processing and storage of ecological data and the use of Geographical Information Systems (GIS) in its analysis, sharing and communication.

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 judgmental and are inclusive. 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.



## About You

The Royal Society of Wildlife Trusts is committed to safeguarding and promoting the welfare of children and adults at risk. For applicable roles, applicants must be willing to undergo checks with past employers and Disclosure and Barring Service checks at the eligible level.

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.

RSWT are committed to increasing the diversity of its staff through its Levelling the Field recruitment pledge and will put any ethnic minority applicants that meet all the essential criteria for the post through to the next stage of recruitment.

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 [tash.stewart@iris.co.uk](mailto:tash.stewart@iris.co.uk) to discuss this further and understand other options.



## Job Description – Overall Purpose of the job

The postholder will provide technical expertise on monitoring and demonstrating the impact of The Wildlife Trusts' UK Temperate Rainforest Programme and Nature recovery at the Rothbury estate.

- This programme is seeking to re-create lost temperate rainforest across the UK, focusing on woodland creation within the UK rainforest bioclimatic envelope.
- The postholder will undertake and support technical work to monitor, measure and report on biodiversity, social, climate and other ecosystem service impacts achieved by nature recovery projects.
- The postholder will help to develop and support delivery of work to integrate monitoring data into meaningful analytics and reporting intended to increase awareness and understanding of the changes being delivered by the UK Temperate Rainforest Programme and at the Rothbury estate.
- The role will also help to develop and improve The Wildlife Trusts' wider monitoring approaches, especially relating data collection and research on carbon sequestration, biodiversity and climate change adaptation.



## Job Description – Main Responsibilities

Provide technical expertise on monitoring and demonstrating the impact of The Wildlife Trusts' UK Temperate Rainforest Programme and Nature recovery on the Rothbury estate. This will include:

- Monitoring, measuring and reporting on biodiversity, social, climate and other ecosystem service impacts achieved by nature recovery projects:
  - Produce and update suitable guidance and advisory materials, proformas, templates and other shared resources to support individual Wildlife Trusts in delivering the Programme's shared monitoring arrangements;
  - Support participating Wildlife Trusts to enable implementation of these monitoring arrangements (including delivery of baseline surveys and working with externally commissioned delivery capacity where required);
  - Provide ongoing training, guidance, advice and other support to individual Wildlife Trusts concerning the Programme's monitoring needs and operation of the arrangements necessary to address them;
  - Work with colleagues to develop methods for centralised data capture and interpret, analyse, present and apply data and evidence produced by the Programme's monitoring programme;
  - Support the Programme Team to make Project monitoring data and evidence generated from it available in a range of useful formats, for use by the Programme Team, individual participating Wildlife Trusts, Aviva and other Partners, RSWT's Media & Communications Teams and external stakeholders.





## Job Description – Main responsibilities

- Supporting the development and co-ordination of a comprehensive monitoring programme for the Temperate Rainforest programme:
  - Contribute to development, establishment and maintenance of suitable systems and processes for the collection and processing of monitoring data from across the Programme;
  - Help to design standardised ecological, social and other monitoring arrangements for the Programme's primary outputs (as specified in the Aviva contract documents).
  - Help to prioritise and select other key environmental and socio-economic variables that should be included within the Programme's monitoring arrangements;
- Supporting the development and co-ordination of a comprehensive monitoring programme for the Rothbury estate:
  - Link the monitoring systems and processes designed for the rainforest programme into monitoring efforts for the Rothbury estate, adapting where needed.
  - Seek to develop frameworks that can be applied across multiple landscape scale nature recovery initiatives.
- Develop suitable data collection pathways and meaningful analyses:
  - Work with individual Wildlife Trusts to coordinate consistent data collection.
  - Ensure data is stored in suitable (digital) locations and formats so that it can be accessed when needed.
  - Identify, locate and gain access to existing relevant data sources that would support greater insights into the programme's effectiveness;
  - Develop suitable digital dashboards and analyses for use in communications for different audiences e.g. Funders, supporters and stakeholders.
  - Support when needed the wider work of The Wildlife Trusts, particularly relating to the monitoring and evaluation of habitat recovery and restoration initiatives (especially large-scale creation of native forest).



## Job Description – Main Responsibilities

You will be working as part of an inter-disciplinary UK Temperate rainforests programme team in the Royal Society of Wildlife Trusts. The team includes members of the senior leadership team, a programme manager, programme coordinator, a carbon accounting & research manager and a rural advocacy officer for Wales. The postholder will be line managed through RSWT's climate change and evidence directorate and you will be part of our small but fantastic team which covers all our climate change and evidence work across The Wildlife Trusts. As well as working through the programme you will have opportunities for training, career development and team building days through the climate change and evidence directorate.

In order 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

- Key Competencies:
  - Knowledge, understanding and experience of ecological and other environmental survey and monitoring
  - Knowledge, understanding and experience of socioeconomic survey and monitoring
  - Data handling and use of large datasets
- Experience:
  - Previous experience of landscape and/or ecological data collection, survey and monitoring
  - Experience of providing guidance, training and support to others (especially land managers).
- Knowledge and skills:
  - Knowledge of woodland ecosystems and their values to society
  - Knowledge of woodland establishment, management and assessment practices
  - Knowledge of ecological and other monitoring and data collection approaches
  - Knowledge of emerging environmental monitoring technologies such as eDNA, drone-based photography, satellite imagery and remote sensing, digital data-loggers, etc





## Person Specification

### Desirable

- Key Competencies:
  - Experience of using GIS applications such as ArcGIS and QGIS
  - Time management skills and an ability to prioritise and work under pressure and to deadlines
  - Influential and effective communicator – both written and oral
- Experience:
  - Proven experience of working well with wide range of stakeholders including public bodies, environmental NGOs and land managing bodies
  - Experience of working within a multi-disciplinary project team
  - Experience of woodland creation and management in practice
  - Experience of establishing data storage and collection systems
  - Experience of report writing





## 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: 22<sup>nd</sup> June 2025**

**First interview: 1<sup>st</sup> July 2025**

**Second interview: 7th July 2025**

