



The
Wildlife
Trusts

Land Management Practice Officer

RECRUITMENT PACK

Salary: up to £29,000 per annum pro rata

Location: Home working with some travel across the UK

Part time (2 days per week/14 hours per week)

Two-year fixed term contract



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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.

The Landscape Recovery team was set up as a response to the urgency of the inextricably linked nature and climate emergencies. The purpose of this team is to encourage and facilitate cross-Wildlife Trust action on landscape scale recovery, inject the rewilding approaches into the work of the Wildlife Trusts, coordinate land management activities where scale-economies are clear and to substantially increase funding for nature's recovery across the Wildlife Trusts. The team is developing a range of programmes where RSWT acts as a 'collective vehicle' for groups of Trusts. For example, RSWT is leading a programme of peatland restoration through the Precious Peatlands project. Opportunities for such programmes are increasing – the UK is at a tipping point where either wildlife continues to decline or we finally grasp the opportunities of nature's recovery.

About You

Working closely with colleagues at the Royal Society of Wildlife Trusts and with Local Wildlife Trusts, the Land Management Practice Officer will support The Wildlife Trusts Nature Reserves community of practice. This role will focus primarily, in the first instance, on supporting local Wildlife Trusts to reduce their pesticide use.

The post will help Trusts develop and share knowledge, skills and capacity in the realm of pesticide use reduction and, where possible, also across other aspects of land management. This work will support Goal 1 – Nature’s Recovery – of the Wildlife Trusts’ Strategy 2030.

You will be a highly organised, collaborative, and an experienced individual adept at managing customer focussed relationships. You will understand the needs of the Wildlife Trusts and the context in which they operate. You will be an excellent communicator – proficient at running meetings, organising information and putting together reports.

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.

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

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 be aware we may not accept applications if we have reason to believe they have been wholly produced using generative AI tools.



Job Description – Overall Purpose

- Support and facilitate Wildlife Trusts' pesticide use reduction work.
- Support knowledge sharing on other aspects of land management.
- Contribute to strategy and delivery.

Job Description – Main Responsibilities

- **Build and support capacity across the Wildlife Trusts by facilitating and supporting communities of practice, knowledge sharing, lesson learning and best practice including but not limited to:**
 - Wildlife Trust pesticide use reduction.
 - Land management.
 - Other existing programmes across the Landscape Recovery team.
- **Build capacity across, and support and facilitate, Wildlife Trusts:**
 - Working with the Landscape Recovery Programme Manager, build an accessible and up to date knowledge base on land management practice, especially pesticide reduction across the Wildlife Trusts via WildNet (the Wildlife Trust intranet), structured webinars, face to face workshops and field visits.
 - Build excellent relationships with Wildlife Trusts to facilitate effective knowledge exchange.
 - Where practical, assist Wildlife Trusts in delivery, sharing good practice, helping to secure further resources, through direct assistance and site visits.
 - Work with other stakeholders, such as RSPB and Pesticide Collaboration, to identify and share best practice.



Job Description – Main Responsibilities

- **Contribute to strategy and delivery across the team and more widely:**
 - Support the Landscape Recovery Manager to develop and deliver work on “Enabling Priority 2” of The Wildlife Trusts’ collective strategy, which deals with how Trusts can improve management of their nature reserves.
 - Publicise and communicate the work of the team at meetings, workshops and webinars.
 - Manage, administer and develop The Wildlife Trusts’ Nature Reserves WildNet pages and web presence.
- 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:
 - Collaborative – deals well with a range of people, and knows how to pitch requests for information to colleagues to gather case studies, technical insights, relevant documents etc
 - Customer focussed – thinks about the needs and constraints of the people the work is ultimately for
 - Extremely well organised – able to organise their time to cover a range of work tasks, and also to organise information into logical, accessible categories
 - Excellent attention to detail – able to ensure that documentation makes sense, has no omissions, flows logically and is free of errors
- Key Competencies:
 - Managing relationships – able to be diplomatic, clear, polite and effective in getting helpful responses from the people they work with
 - Facilitation – able to bring diverse people together effectively and ensure people feel respected, included and acknowledged for their contributions
- Experience:
 - Communications – reports, presentations, media – has had experience of collating reports, making presentations, and speaking to a range of audiences
 - Working in a networked organisation – able to deal with the dynamics and complexity of a set of organisations
- Knowledge and skills:
 - Customer care skills – has good interpersonal, listening, diplomacy and assertiveness
 - Communication skills – communicates in a clear, compelling and succinct manner both in writing and verbally
 - Excellent ICT skills – MS Office, networking and presentation software



Person Specification

Desirable

- Key Competencies:
 - Project management - able to plan, set in place, deliver and monitor progress against work objectives
- Experience:
 - Managing high level relationships - confident in dealing with senior staff
 - Experience of working with the Wildlife Trusts
- Knowledge and Skills:
 - Facilitation skills - knows how to bring people together, to ensure they are heard, to draw effectively from colleagues' knowledge and insights

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: 14th September 2025

**First interview: 22nd September 2025 (afternoon) or
23rd September 2025 (morning)**

Second interview: 3rd October 2025

