



Yorkshire
Wildlife Trust

Nature Based Solutions

Assistant

Job Description



ywt.org.uk



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About us

Yorkshire Wildlife Trust is one of the region's largest environmental charities; our mission is to **drive nature's recovery in Yorkshire** across our land and at sea.

We are one of 46 regional Wildlife Trusts working for nature and collectively forming the Wildlife Trusts, one of the largest collective national movements for wildlife in Europe.

Our vision is for **wildlife and people thrive together across Yorkshire's communities, land, rivers and sea**. We work holistically in nature, thinking globally, planning at regional and landscape scale, while delivering our work in partnership with local communities, caring for local wildlife together. Our dedicated team of staff (c.190) and volunteers (c.1000) work together, on behalf of all our members (c.41,000), in every corner of Yorkshire to make this vision a reality.

Since forming in 1946 with our first reserve at Askham Bog, we now steward 115 nature reserves, which cover more than 3000 hectares of land and include some of our most precious wildlife. We also work extensively with other land managers, communities and businesses, to inspire, advise and deliver restoration work, supporting others too play their part in nature's recovery.

We are passionate advocates for Yorkshire's incredible wildlife and wild places. Join us and help create a diverse and inclusive team, committed to driving change for Yorkshire's wildlife, communities and a positive future.





Nature Based Solutions Assistant

Job Description

Responsible To: Nature Based Solutions Assistant

Responsible For: Volunteers and contractors as required

Location/based at: Office location can be Doncaster, Huddersfield, York or Skipton with flexible home working. Postholder is required to travel across Yorkshire to visit YWT offices, landholdings, development sites, and to meet stakeholders and decision-makers.

Date last updated: 10th April 2026

Main Purpose of the Role

- The role will support the Nature Based Solutions (NBS) & Planning Team to strategically identify, develop and deliver exemplar NBS activities to drive nature's recovery across Yorkshire, drawing upon emerging best practices and markets, novel approaches and data / evidence.

Tasks and responsibilities

- Deliver the technical aspect of nature-based solutions projects, including undertaking desktop studies, baseline site assessments (e.g. UKHabs survey), relevant metric calculations, and interim feasibility plans.
- Delivery of practical land management for nature-based solutions projects (e.g. habitat enhancement and management for BNG Habitat Banks).
- Develop habitat restoration proposals needed for nature-based solutions services.
- Undertake monitoring / audit surveys for nature-based solutions projects (e.g. BNG Habitat Bank monitoring surveys)
- Produce clear, concise and professionally produced reports, including but not limited to Feasibility Assessments, BNG Assessments, Habitat Management & Monitoring Plans (HMMPs) and Audit Reports.





- Provide technical support to the Planning Team in their review and response to BNG planning reports submitted with planning applications.
- Provide nature-based solutions technical advice / support for staff (e.g. for reserves, Trust projects) and stakeholders (e.g. Local Authorities) and support the Nature Based Solutions Lead with enquiries and opportunities.
- Undertake a review of green finance (e.g. BNG) opportunities on the Trust's land.
- Keep up to date with changes in policy and guidance related to nature-based solutions markets (e.g. BNG, carbon) and research new / emerging markets
- Develop and maintain relationships with clients, project stakeholders, sub-consultants, and our own internal teams.

Other

- Promote the Trust and partner organisations whenever possible.
- Demonstrate our Trust values every day behaving with courage, respect, and integrity whilst trusting others and taking responsibility for your actions at all times.
- Support and promote the Trust's commitment to equality, diversity and inclusion.
- The Trust is committed to safeguarding and promoting the welfare of children, young people, and adults at risk and expects all staff and volunteers to share this commitment.
- Abide by all Trust policies.
- Undertake any other duties as requested by your line manager and in line with the post.





Person Specification

Experience	Essential/Desirable
Ecological Surveying (e.g. Phase 1 Habitat & UK Habitat Classification - UKHab).	Essential
Experience in Biodiversity Net Gain – the process and Defra metric.	Essential
Land management experience (e.g. habitat creation and management) and / or experience managing subcontractors for habitat creation / management works).	Essential
Experience of developing and maintaining relationships with stakeholders.	Desirable
Experience in natural capital markets (e.g. carbon and/or other ecosystem services such as nutrient neutrality).	Desirable
Experience using GIS (e.g. ESRI ArcGIS, QGIS).	Desirable
Project Management and budgeting experience.	Desirable
Knowledge and Skills	Essential/Desirable
Excellent written and verbal communication skills.	Essential
Familiarity with UK and international biodiversity, natural resources, and ecosystem issues.	Essential
Familiarity with UK and International environment and biodiversity policies and regulations.	Essential
Excellent computing skills and knowledge of Microsoft 365.	Essential
Understanding of Local Nature Recovery Strategy (LNRS) system.	Desirable
An understanding of Yorkshire’s environment and the issues it faces.	Desirable
Legal/financial knowledge associated with environmental markets.	Desirable
Personal Qualities	Essential/Desirable
Analytical and methodical approach, with excellent attention to detail.	Essential





Good interpersonal and communication skills including strong negotiation and influencing skills, with an ability to develop and maintain good working relationships, both internally and externally.	Essential
Able to prioritise, meet deadlines and organise own work.	Essential
Willingness to share ideas, experience, and knowledge with colleagues and other.	Essential
Energy, enthusiasm and drive to have an impact for Yorkshire's nature.	Essential
Essential Qualifications/Requirements	Essential
A degree in an ecology-related subject or other relevant professional qualification, or relevant transferable experience.	Essential
A full driving licence and willing and able to travel regularly across Yorkshire, particularly in North Yorkshire.	Essential
Membership of a professional body e.g. CIEEM.	Desirable
Field Identification Skills Certificate (FISC) Level 3 or higher.	Desirable
Other relevant training (e.g. practical land management qualifications, River Condition Assessment (MoRPh) accreditation, carbon code training etc.)	Desirable





Terms and Conditions

Salary:	Within the range £26,648.96 to £28,803.84 per annum (pro rata if part-time).
Hours:	<p>35 hours per week, Monday to Friday. The nature of the post's duties may occasionally require evening and/or weekend work.</p> <p>Paid overtime is not available, but time off in lieu will be given for essential additional hours worked.</p>
Contract:	1-year contract with potential to extend. A probationary period of 6 months applies to new staff, during which you must complete all essential, mandatory training.
Flexibility:	Whilst ensuring the needs of the business and the role are met, the Trust endeavours to meet the flexible working needs of its employees. Depending on the nature of the role, the Trust offers hybrid working (a mix of office and at home).
Holidays:	30 days per annum inclusive of 3 office/site closure days over the Christmas period, in addition to national public holidays, rising to 33 days after 5 years' service. All leave is pro rata for part time employees.
Pensions:	You may be eligible to be auto enrolled into the Trust's Pension Scheme. Terms of the scheme are available on request from Finance.
Employee Assistance Programme:	The Trust provides an Employee Assistance Programme. This is a confidential service which aims to provide staff with support for a range of issues.





Health Questionnaire:	You will be asked to complete a health questionnaire in order to identify and support or adjustments you may require.
Equal Opportunities:	Yorkshire Wildlife Trust is committed to equal opportunities and appoints on merit. We welcome applicants from all sections of society regardless of gender, sexual orientation, race, disability, marital status, age and religion, perceived community background or political beliefs.
Place of Work:	Office location can be Doncaster, Huddersfield, York or Skipton with some home working. Required to travel across Yorkshire to visit YWT offices, landholdings, development sites and to meet stakeholders/decision-makers.
Travel:	Public transport is encouraged although pool vehicles are available. In exceptional circumstances the use of the employee's own vehicle may be necessary for business use, at a mileage rate of 45p per mile.
Training & Professional Memberships:	The Trust is fully committed to personal development and training and supports achieving and maintaining professional memberships and accreditations, with any essential-to-role professional memberships paid for by the Trust.

