



Northumberland
Wildlife Trust



Red Squirrels Recovery Network Programme Manager

Information Pack

Contact Details:

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Who we are...

Northumberland Wildlife Trust was founded in 1971 to protect wildlife and promote nature conservation within Newcastle, North Tyneside and Northumberland. Today, our voice for wildlife is stronger than ever. We are a non-government funded charity, supported by membership, donations, local businesses and charitable trust grants.

Our vision and strategic objectives

A Wilder Future for our area

We want: Everywhere and everything here Wilder, including people's lives and jobs, with landscapes richer in wildlife and better-connected land, wetlands and seas.

We want: To reach more people, form more partnerships and play a greater part in wilding and greening locally and contribute globally to restoring nature and tackling climate breakdown.

We will create Wilder Places, Wilder People and a Wilder Future, with more, bigger and better joined up areas for wildlife to thrive, more people taking action and connecting to nature and influencing more decisions to secure nature's recovery locally, regionally and nationally.

We will achieve our vision by:

- Defending wildlife and wild places
- Enabling nature's recovery: protecting the best and improving the rest
- Inspiring people and communities to care and enabling them to act
- Influencing organisations to behave in nature's interest
- Growing our resources and partnerships to be more effective and agile

We will deliver our vision through three key strategic objectives

1. Lead nature's recovery
2. Inspire people and organisations to care and mobilise them to act
3. Ensure an agile green culture and sustainable NWT

We work as part of a national movement

There are 46 local Wildlife Trusts across the whole of the UK, the Isle of Man and Alderney, all working for an environment rich in wildlife for everyone.

With 850,000 members, we are the largest UK voluntary organisation dedicated to conserving the full range of the UK's habitats and species, whether they be in the



countryside, in cities, or at sea. 135,000 of our members belong to our junior branch, Wildlife Watch.

We manage 2,300 nature reserves covering more than 80,000 hectares; we stand up for wildlife; we inspire people about the natural world and we foster sustainable living.

All 46 Wildlife Trusts are members of the Royal Society of Wildlife Trusts (RSWT) which operates a separate Grants Unit administering major funds on behalf of the Big Lottery Fund and the Landfill Communities Fund.

To find out more...

www.nwt.org.uk

www.wildlifetrusts.org

Equality, Diversity and Inclusion (EDI) and Safeguarding:

Northumberland Wildlife Trust believes that everyone should have the opportunity to experience the joy of wildlife in their daily lives, that's why we're committed to putting equality, diversity and inclusion at the heart of our movement.

For more information, please see Our commitment to Equality, Diversity & Inclusion (EDI) | The Wildlife Trusts

For more information about our safeguarding commitment, please see [Safeguarding Commitment Statement](#)



The Red Squirrel Recovery Network Programme

Using money raised by National Lottery players, The National Lottery Heritage Fund supports projects that connect people and communities with the UK's heritage. The Red Squirrel Recovery Network (RSRN) programme is made possible with The National Lottery Heritage Fund.

The RSRN is a new programme which aims to build on conservation efforts of the last 20 years and lay the foundations for species recovery. It is led by a partnership of four conservation organisations, with support from leading red squirrel conservation agencies and the network of volunteer-led squirrel groups.

The RSRN is a shared ambition for red squirrels in Northern England and Southern Scotland which is funded by the National Lottery Heritage Fund. Working at a super-landscape scale, this is the first time that any programme has brought together groups from north and south of the English-Scottish border to co-ordinate effort across the whole red squirrel population range.

The RSRN will play an important part in wider partnership ambitions for nature recovery. This significant investment in species conservation must achieve lasting change within five years so that the future of an iconic species is secured as part of a natural and functioning ecosystem and supported by a well-connected and resilient network of volunteers within a wider network of engaged and aware local residents and visitors.

Job title

Red Squirrel Recovery Network Programme Manager

Information for applicants

To apply for the position of RSRN Programme Manager, please complete the corresponding Application Form in full, and return it to paula.turner@northwt.org.uk by 27 May 2025, 9:00am

Please note, CVs and/or covering letters will not be accepted.

If you require further information regarding any aspect of the application process, please do not hesitate to get in touch.

Thank you for your interest in Northumberland Wildlife Trust.



Job specification

Post title

Red Squirrel Recovery Network Programme Manager

Location

NWT offices in St Nicholas Park, Gosforth with some home working expected

Responsible to

Director of Conservation

Responsible for

- RSRN Project Officers (Northumberland and Southern Scotland)
- RSRN Data & Information Officer
- Southern Scotland Advocacy & Policy Officer
- RSRN programme contracts
- Red Squirrels Northern England (RSNE) Manager

Internal relationships

- NWT Teams
- Trustees/NWT staff

External relationships

- RSRN programme partners, project staff employed in partner organisations and delivery contractors
- RSRN Partnership Board and Programme Advisory Group
- Community organisations, volunteer-led groups and volunteers
- Individual landowners and landowner groups
- National Lottery Heritage Fund
- Other funders including DEFRA, Forestry Commission, landowners
- Statutory agencies in England and Scotland
- Researchers with scientific and academic institutions (e.g. Animal & Plant Health Agency (APHA), universities)
- National red squirrel conservation steering groups and their members

Job role

This is a new role to lead the lottery funded Red Squirrel Recovery Network and establish new and sustainable approaches to red squirrel conservation. Above all, this role needs to manage and develop partnerships – supporting a network of volunteer groups, bringing together strategic partners and co-ordinating project delivery organisations to change the future for a native species.

Based in Northumberland, this role will lead partnership action across northern England and southern Scotland.



Main responsibilities

- Lead the RSRN programme to co-ordinate the RSRN partnership to deliver the approved purposes and outcomes as set out in the bid documents
- Ensure that the protection of a red squirrels is part of a wider strategy for nature recovery in northern England and southern Scotland
- Manage a project team across more than five organisations and directly line manage team staff
- Manage the RSRN programme budget (in the region of £1 million per year) including overseeing partnership spending and reporting and ensuring income targets are met (partnership income has been identified)
- Manage contracts with APHA and University of York to develop fertility control field trials
- Work with programme partners, the Programme Advisory Committee and other strategic agencies to develop ecological best practice, based on evidence collected by the project, and provide advice to volunteer groups and others about ensuring conservation action achieves the greatest impact
- Support the partnership to develop and deliver activities which engage new audiences with nature, increase nature connectedness and inspire more people to take action for red squirrels
- Ensure a small grants programme (£50,000 per year) is administered effectively
- Support a network of volunteer groups (working with Northern Red Squirrels, Red Squirrel Forum for southern Scotland and other programme stakeholders, as well as internal project officers and RSNE Manager)
- Work closely with the RSRN Communications Officer (based at the Wildlife Trust for Lancashire, Manchester & North Merseyside) and the rest of the partnership to champion red squirrels and deliver an exciting and high-profile communications plan which will raise awareness and build support for red squirrels
- Support the partnership to respond to difficult situations and challenges around red squirrel conservation and management of a non-native species
- Work closely with the RSNE Project Manager to ensure funding contracts are secured and delivered, working towards establishing sustainable income streams for 2030 and beyond
- Oversee the production of quarterly reports and claims, to include final project completion activities for for National Lottery Heritage Fund and any other funders
- Undertake the procurement of an external evaluation partner and ensure the delivery of an evaluation programme following National Lottery Heritage Fund guidance and best practise
- Represent the programme on appropriate national and regional forums including UK Squirrel Accord steering groups, woodland management, forestry and species conservation networks in England and Scotland
- Advocate for red squirrel conservation (including grey squirrel control) with the public, communities and local/regional/national agencies and decision makers



- Develop and write a partnership vision and strategy for red squirrel conservation beyond 2030 (building on the RSRN Legacy Plan)
- Lead on red squirrel conservation advocacy at national forums with UK and Scottish Governments and NGO organisations including Natural England, Defra, NatureScot, Forestry and Land Scotland and Forestry England.

Other responsibilities

- Attend all necessary NWT and partner staff, departmental and supervisory meetings
- Support delivery and development of NWT strategy, policies – working towards wider organisational goals as well as RSRN programme outcomes

For further information the following documents can be requested:

- RSRN activity plan
- RSRN conservation plan
- RSRN engagement plan

Salary band

This post is offered on Scale E which starts at E1: £40,393 per annum

Contribution to personal pension

5% of salary conditional on 5% being paid by pension holder and after probationary period which can be offered through a salary sacrifice scheme.

Holidays

22 days per year, plus discretionary days at Christmas and one extra day per year of work after 5 years up to 5 extra days.

Hours

The post is full time, based on a 35-hour week. The trust operates a flexitime system. Working hours are normally Monday to Friday but some evening and weekend work will be required

Car & travel

Full Driving licence is essential. Fleet vehicles available and access to own transport required, for which mileage is reimbursed.

Contract, probation & notice

This project is funded for five years, project finishing date is 31st May 2030.

Probation review after 6 months

12 weeks' notice required after the completion of the probation period



Person specification

Knowledge, skills & attributes

Essential

- Excellent communication skills, able to lead a complex partnership and operate at a high level with partners both within and external to the project
- Extensive ecological knowledge and understanding, including, species conservation and management of non-native species
- Ability to manage and lead a complex partnership and programme team
- Self-motivated, excellent organisational skills and able to deliver complex projects within agreed timescales
- Good knowledge of ecological mapping processes/monitoring frameworks and able to interpret/understand ecological data
- Excellent written communication skills with experience of producing concise, engaging and focused reports, presentations, recommendations and/or grant applications
- Excellent IT literacy including using word processing and spreadsheets including SharePoint, Microsoft Word, PowerPoint & Excel
- Be a confident leader – celebrating success, advocating for the project, learning from others, dealing with problems and identifying and mitigating risks
- Be able to travel across northern England and southern Scotland (and elsewhere in the UK when required) – this may sometimes include overnight stays or unsociable hours

Desirable

- Familiarity with government-funded land management grants and agri-environment schemes in England and/or Scotland
- A solid understanding of red squirrel conservation issues in the UK.

Experience

Essential

- Previous experience of managing complex partnership projects including working to project plans, submitting funding reports, managing partners, working with funders and achieving agreed outcomes
- Previous experience of species conservation
- Experience in promoting stories to the media and undertaking/organising radio/TV interviews
- Previous line management experience
- Previous experience of advising landowners on conservation issues/practice
- Experience of working with volunteers and voluntary groups



Desirable

- Previous experience of red squirrel conservation including grey squirrel management
- Previous experience in woodland management and/or non-native species management
- Experience of providing training to others
- Experience of using social media to raise awareness and engage audiences and communities
- Experience of working with GIS, ideally ArcPro or QGIS
- Experience of partnership working across practice-based or research institutions
- Experience of managing National Lottery Heritage Fund reporting processes

Qualifications

Essential

- Full current driving licence or the ability to travel widely across the region including to remote locations.

Desirable

- Relevant degree or equivalent qualification in ecology, environmental conservation, animal sciences or similar

Personal

Essential

- Excellent leader, able to communicate effectively, build positive working relationships and motivate others
- Passionate about nature recovery and species conservation
- Enthusiastic to make a difference and to drive change
- Flexible and adaptable
- Positive attitude to work focused on solutions and making things happen

