



Northumberland
Wildlife Trust

Water Vole Recovery Officer

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

Nature Recovery Team

The Nature Recovery Team sits in the wider Conservation Team and is responsible for delivering nature recovery on land not owned by Northumberland Wildlife Trust. The team delivers land advice and support through the Wilder Northumberland Network, delivers practical conservation on partner sites and works on species recovery projects. Other elements of the team's function include responding to public enquiries, responding to planning applications, management of the Local Site system and data requests. The team also support the other teams within Northumberland Wildlife Trust with ecological advice and surveys.

Northumberland Wildlife Trust has received funding from Environment Agency's Water Environment Improvement Fund to produce a North East Water Vole Recovery Strategy. This will cover Northumberland, County Durham and Tees Valley. The Water Vole Recovery Officer will work with the Nature Recovery Manager to produce the strategy through collaboration with regional partners including the Northern Wildlife Trusts, Rivers Trusts, Environment Agency, Natural England, National Trust along with private landowners. The strategy will then be used to create a Northumberland Action plan to put the strategy into action and this is supported by funding from Garfield Weston Foundation administered through the National Trust's Wilder Wallington project.



Information for applicants

To apply for the position of Water Vole Recovery Officer, please complete the corresponding Application Form in full, and return it to Paula Turner (contact details on the front of this pack) by the specified deadline.

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

Water Vole Recovery Officer

Location

Hybrid with office space at NWT Offices in St Nicholas Park, Gosforth, with additional workspace at Hauxley Wildlife Discovery Centre and other sites where available.

Responsible to

Nature Recovery Manager

Responsible for

- Volunteers
- Placements

Internal relationships

- Nature Recovery Team
- Estates Team
- Druridge Bay Team
- Marketing Team
- Other teams as required.

External relationships

- Landowners, land managers and farmers
- Local conservation groups
- Other conservation charities interested in water vole recovery including Durham Wildlife Trust, Tees Valley Wildlife Trust, National Trust, Rivers Trusts.



- Public sector organisations including Natural England, Environment Agency and Forestry England
- Private landowners
- Members of the public

Job role

To produce a North East Water Vole Recovery Strategy and a Northumberland Water Vole Recovery Action Plan. The Officer will work with the Nature Recovery Manager, Conservation Officer and Data Assistant to undertake the research and the engagement required. They will work with organisations across the North East to produce the strategy. The strategy will then be used to create an in-depth action plan for Northumberland. This will include filling in data gaps through water vole occupancy and habitat surveys. Planning work with stakeholders including habitat works, mink trapping, water vole captive breeding and reintroductions. The production of high-quality strategies and plans will allow funding bids to carry out water vole recovery work. Successful bids could lead to further water vole recovery work and the potential for the role to be extended.

Main responsibilities

- Organise and run stakeholder meeting across the North East.
- Map current distribution of water voles and American mink.
- Map current water vole recovery activities.
- Review national and local research and actions related to water vole recovery.
- Work with local zoos to investigate possibility of establishing a local captive breeding programme.
- Produce a North East Water Vole Recovery Strategy.
- Undertake water vole surveys in Northumberland.
- Undertake water vole habitat assessments in Northumberland.
- Advise landowners on mink trapping and water vole habitat improvements
- Undertake reintroduction feasibility reports for landowners.
- Produce a Northumberland Water Vole Action Plan for Northumberland.
- Manage own project budget.
- Produce accurate and timely reports for funders.

Other responsibilities

- Act as an advocate for NWT.
- Attending meetings on behalf of the Trust.
- Undertake other work as required.

Salary band

Scale C starting on C1 £26195 per annum fulltime



Contribution to personal pension

5% of salary conditional on 5% being paid by pension holder and after probationary period.

Holidays

22 days basic (pro rata), plus the period between Christmas and New Year and all English bank holidays (pro rata). Where these are worked, time off in lieu is given. After three years' service, an additional day's leave will be awarded for each year worked, up to a maximum of 5 (pro rata)

Hours

This role is on offer for 35 hours per week with some evening and weekend working required.

NWT operates a flexitime system.

Car & travel

A full driving licence is required as most areas of Northumberland are not accessible by Public Transport. Access to a car is desirable but NWT has a fleet of vehicles available for use.

Contract, probation & notice.

The post is offered as a fixed term one year contract. The probation period is 6 months. One month's notice period is required.

Person specification**Knowledge, skills & attributes**Essential

- Good knowledge of water vole ecology.
- Awareness of the threats to water voles.
- High quality written skills, including report writing.
- Confident communicator able to build both new and existing relationships.
- Able to work in a strategic approach to achieve end goals.
- Excellent organisational skills, able to effectively prioritise workload.

Desirable

- Knowledge of ecology in the North East of England.

ExperienceEssential

- Experience of undertaking water vole surveys.
Experience in leading volunteer groups.



- Experience of finding common ground between people with different views.
- Experience of communicating with a wide range of stakeholders through different means.
- Basic GIS mapping skills – especially QGIS or ArcGIS.
- Competent in using Microsoft Office programmes.
- A current, full driving licence.

Desirable

- Experience in organising and running stakeholder meetings.
- Experience in writing funding bids.
- Experience in managing project budgets,

Qualifications

Desirable

- Degree in ecology related subject or suitable experience.
- Outdoor First Aid.

Personality

Essential

- High level of enthusiasm, self-motivation and self-discipline
- Problem solver.
- Passion for nature recovery
- Personable and approachable.
- Flexible approach to work.
- Good team worker but also self-motivated and happy to work alone.

