



**Northumberland**  
Wildlife Trust



# Peatland Officer

## Information Pack

### Contact Details:

Paula Turner (HR and Payroll Officer)  
Northumberland Wildlife Trust  
St Nicholas Park, Gosforth  
Newcastle upon Tyne NE3 3XT  
0191 284 6884  
[Lauren.thewlis@northwt.org.uk](mailto:Lauren.thewlis@northwt.org.uk)



## 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](http://www.nwt.org.uk)

[www.wildlifetrusts.org](http://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](#)

### **Disability Confident Committed:**

We aim to offer an interview to disabled people who meet the minimum criteria (e.g. Essential skills). This is to encourage positive action. It is important to note that there may be occasions where it is not practicable or appropriate to interview all disabled people that meet the minimum criteria for the job. For example, if there are a high volume of applications. In these circumstances the employer could select the disabled candidates who best meet the minimum criteria for the job rather than all of those that meet the minimum criteria, as they would do for non-disabled applicants.



## Peatland Officer

The Northumberland Peat Partnership (NPP) is a collaborative initiative, that brings together a wide range of stakeholders to protect, survey and restore Northumberland's peatlands. Our mission is to reverse historic damage by returning degraded bogs into healthy, peat-forming condition that benefits both nature and people.

The partnership aims to:

- Promote peatland restoration and sustainable management to support carbon storage, biodiversity, water quality, flood management, fire prevention, archaeology and recreation
- Assess and map the peatland resource across the Partnership Area, evaluating ecological composition, condition and opportunities to enhance connectivity between habitats
- Evaluate carbon and water dynamics to understand the role of Northumberland's peatlands in meeting the UK's net-zero, environmental and climate commitments
- Develop a prioritised programme of restoration, with detailed, costed plans that will guide and secure future investment in peatland recovery
- Secure funding for monitoring projects to build a stronger evidence base on how restoration and management actions influence peatland function and benefits
- Share data, knowledge and best practice across land management and contractor community to support the adoption of sustainable peatland management techniques
- Work in partnership with organisations interested in peatland conservation to exchange knowledge and promote the wide societal value of healthy peatlands

## Information for applicants

To apply for the position of Peatland Officer, please complete the corresponding Application Form in full, and return it to [Lauren.thewlis@northwt.org.uk](mailto:Lauren.thewlis@northwt.org.uk) by 9am Tuesday 5<sup>th</sup> May 2026.

**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. Please contact [Nicola.Thompson@northwt.org.uk](mailto:Nicola.Thompson@northwt.org.uk) if you have questions about the job and person specification.

Thank you for your interest in Northumberland Wildlife Trust.



## Job specification

### Post title

Peatland Officer

### Location

Gosforth office base (hybrid working), field work requirements and occasional travel to other locations in the UK.

### Responsible to

Responsible to Peatland Programme Manager

### Responsible for

- Contractors (in certain circumstances)
- Volunteers and placement students

### Internal relationships

- NWT teams
- Volunteers and local groups

### External relationships

- Landowners, land managers and farmers
- Local groups including citizen science groups
- Northumberland Peat Partnership steering group members
- Members of the public
- Contractors
- Other environmental NGOs

### Job role

The roles will involve work across multiple projects to take responsibility for overseeing the day-to-day delivery of the Northumberland Peat Action Plan.

Individual work programmes are agreed to enable officers to use their existing competencies while developing new skills and areas of knowledge.

NPP staff work as a team to deliver a range of grants and contracts while also contributing to the wider work of NWT and partners.

### Main responsibilities

Across the staff team the main responsibilities are:

- Planning, and acting as Clerk of Works for, peatland restoration projects
- Conducting ecological surveys of peatlands including better understanding habitat parameters for peatland specialist species



- Delivering a peatland monitoring programme including equipment installation/basic maintenance and data analysis
- Working with a range of partners, including landowners, to understand peatland condition, and progress restoration plans including securing a range of permissions and consents
- Working with a range of partners, volunteers and groups to deliver peatland engagement and education

### **Other responsibilities**

- Undertake other responsibilities that become to the work of the partnership

### **Salary band**

Scale C starting on C1 £26981 per annum fulltime.

### **Contribution to personal pension**

A further 5% is payable into the Trust's Stakeholder Pension scheme after three months, conditional on the employee contributing at least 5% of salary.

### **Holidays**

22 days basic and all English bank holidays are given (pro rata), plus the period between Christmas and New Year. After 3 years continuous employment with us, you will be entitled to 1 extra day holiday entitlement: followed by a further 2 days after 4 years continuous service and a final 2 days after 5 years continuous service, making a maximum of 5 extra days.

### **Hours**

This role is currently offered at 35hrs per week (full time). NWT operates a flexitime system.

### **Car & travel**

A full UK driving licence is not required for this role. There is likely to be some travel to other NWT offices required as part of the role.

### **Contract, probation & notice**

This role is offered for a one-year contract in the first instance with the possibility of extension subject to securing future funding. Applications for part time working are welcome. There is a probationary period of 6 months. A minimum of 4 weeks' notice is required from either party.



## Person specification

### Knowledge, skills & attributes

#### Essential

- Experience of planning for the delivery of nature recovery
- Evidence of excellent communication skills
- Evidence of an ability to work independently and as part of a team
- Evidence of an ability to acquire peatland specific knowledge and skills once in a peatland officer role

#### Desirable

- Existing peatland specific knowledge and skills relevant to restoration, monitoring, engagement and/or ecological survey
- Existing knowledge on the integration of natural and historic environment considerations in nature recovery
- GIS skills

### Skills & experience

#### Essential

- Ability to meet the physical requirements of the job including walking for long distances over rugged terrain.
- Ability to travel to sites and destinations (incl. potential overnight accommodation) to fulfil the requirements of the post.

#### Desirable

- Experience of working with contractors and volunteers
- Experience of working in difficult field conditions safely and efficiently

### Qualifications

#### Essential

- A degree in a relevant environmental or ecological subject or equivalent experience in the conservation sector

#### Desirable

- First aid, water safety or other qualification relevant to working in wet field conditions

### Personality

#### Essential

- High level of enthusiasm, self-motivation and self-discipline
- Flexible approach to work



- Good team worker but also self-motivated and happy to work alone
- Willingness to learn new skills and acquire new knowledge
- Approachable and courteous manner
- Well organised and methodical

