



Somerset
Wildlife Trust



Wilder Somerset

2030



More space for nature where wildlife thrives
with more people on nature's side



Job description:
**Pine Martens Engagement
Officer (Exmoor)**

Somerset Wildlife Trust is a local independent charity and the only organisation uniquely focused on improving the natural environment of Somerset for the benefit of wildlife and people. We champion Somerset's stunning, diverse, and important natural environment, making the case for nature to the public and politicians. We protect wildlife and lead the recovery of the environment by example, including on our nature reserves.

Somerset Wildlife Trust is one of 46 Wildlife Trusts across Britain which together with the *Royal Society of Wildlife Trusts* collectively form *The Wildlife Trusts*. We are the biggest charity movement in the UK working solely for nature and we believe that restoring nature on a landscape scale is essential for tackling climate change and biodiversity loss.

The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our new strategy, '[Wilder Somerset 2030](#)' is delivered with both at its core. We recognise that people are part of the solution and everyone has a role to play in restoring nature and averting the worst of climate change. Research suggests that if 1 in 4 people in society take action then social tipping points can be achieved and widespread positive change can happen. This underpins one of our key strategic goals and Team Wilder is our delivery approach to inspiring and empowering others to help nature recover.

Our New Vision

To deliver a Somerset wide nature recovery network creating more space for wildlife, benefiting everyone, and playing its part in helping us reverse biodiversity loss and tackle the climate crisis.

Our New Mission

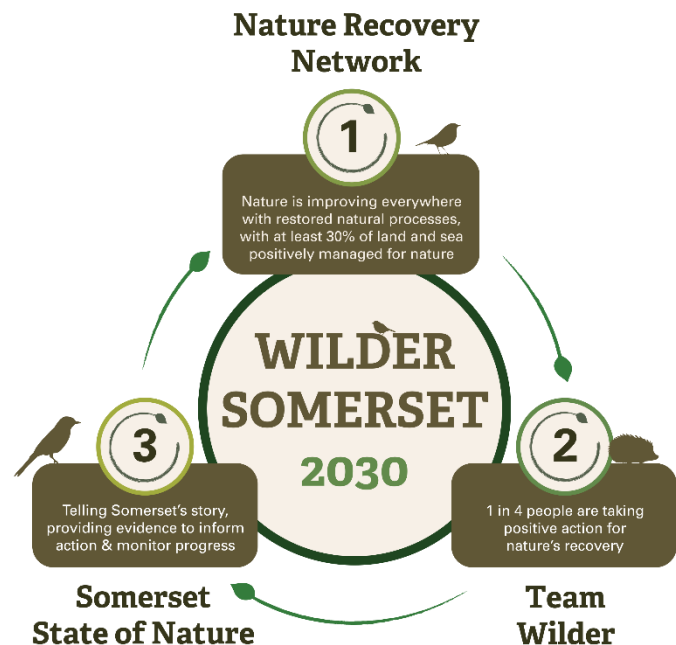
To champion the change needed to rebalance our relationship with wildlife and the natural world.

Our Goals for 2030:

To ensure that nature is improving across the county, supported by restored natural processes, and is connected and protected through a Nature Recovery Network, with at least 30% of land and sea managed positively for nature.

For nature to be valued and protected by everyone, building a movement with at least 1 in 4 people taking action for nature's recovery across Somerset.

By 2030 to tell the story of nature's recovery in Somerset through a shared, live online State of Nature tool that monitors progress and informs action.



About the post

Shy, curious and playful. The pine marten (Martes martes) is a stealthy, acrobatic hunter which relies on the cover of woods and trees for its foraging behaviour. It was once a fundamental part of our woodland ecology, but it is now critically endangered in England and Wales and completely extinct on the South West peninsula. As a result, we have lost a beautiful, fascinating wild creature that plays a key role in our woodland natural processes.

The Two Moors Partnership, comprised of Devon Wildlife Trust (DWT), Dartmoor National Park Authority (DNPA), Exmoor National Park Authority (ENPA), National Trust (NT), Woodland Trust (WT), Forestry England (FE) and Somerset Wildlife Trust (SWT) was formed with the aim of restoring a viable pine marten population, at a landscape scale, to the wooded landscape across Somerset and Devon.

Pine Martens Bounce Back: Two Moors Pine Marten Project is the result of this partnership with objectives to ensure the:

- a) bringing back of a vital component of our woodland ecology across the South West, restoring a natural process and driving activities which support more resilient woodlands; and
- b) inspiring and supporting diverse audiences to become Pine Marten Pioneers, growing their conservation skills, capacity and leadership confidence in the process.

Job Title	Pine Martens Engagement Officer (Exmoor)
Grade	Specialist Level 2
Reports To	Wilder Communities Manager
Team	Engagement Team
Responsible for	The supervision of local project volunteers and trainees. Coordinating the work of project consultants withing their project locality.
Job Purpose	To engage communities and community audiences in and around pine marten release sites on Exmoor in order to increase understanding of pine martens and woodlands, to involve diverse audiences in the work of the project and to develop local community volunteers and champions for the project and its objectives. Through all of our activities we want to build community capacity and ensure there is a strong legacy of community ownership. The focus of activity will be the project 'hub' communities of Dulverton, Minehead and Porlock.
Position	Part time 22.5 hours per week fixed term contract for 3 years Until 31 st March 2027

<p>Working Relationships</p>	<p>Internal: CEO, All staff, Trustees</p> <p>External: SWT members, the public, suppliers and contacts from other Trusts’, specialist advice services, consultants, volunteers</p> <p>Two Moors Pine Marten project is a multi-partner project, led by Devon Wildlife Trust. The role is employed by Somerset Wildlife Trust but will be integrated into the partnership with DWT including working closely with the equivalent post based in the Dartmoor National Park and will sustain key working relationships with the other partners including Exmoor National Park Authority (ENPA), National Trust (NT) and Woodland Trust.”</p>
<p>Benefits of working for Somerset Wildlife Trust</p>	<p>We offer some fantastic benefits including:</p> <ul style="list-style-type: none"> • Matched pension up to 7% • Life insurance • An annual professional institution subscription • Flexible and agile working • Wellbeing support – EAP, wellbeing champions • Diversity networks through RSWT/TWT • Pool car and mileage allowance • Paid volunteer days • Continuous Professional Development opportunities • 33 days of holiday (25 + bank holidays) <p>The opportunity to make a real and positive difference to nature, communities and the climate</p>

Job Description – Key Responsibilities and Tasks

Engagement & Project Management:

The Pine Marten – Engagement Officer will support the Engagement and Nature Recovery Teams by supervising local project volunteers and trainees, and coordinating the work of project consultants within their project locality by:

- ❖ Working to build capacity within communities by upskilling and facilitating peer to peer support networks to empower and provide a strong foundation for project legacy.
- ❖ Coordinating quarterly ‘surgeries’ in accessible locations within pine marten hubs to provide a regular communication and information point about the project.

Responsibility 1: Building and Nurturing Strong Relationships with Volunteers and the Community

Be proactive and empower those strong relationships by:

- Recruiting and supporting local volunteers to act as project champions, to map/develop local woodland/pine marten trails and to support a whole range of project activities.

- As part of the project team, developing volunteering and nature spotting activities and roles that encourage the participation of those who are new to conservation/are not conservation confident.
- Promoting the local delivery of the project storytelling and arts interpretation activities, providing local coordination as needed.

Responsibility 2: Facilitating and Supporting the Delivery of Inspiring Projects/Activities

Sharing of knowledge and expertise by:

- Shaping and delivering annual programmes of walks, talks and other activities in response to the needs and interests of diverse local audiences – particularly those who are new to conservation and/or who face barriers to participation.
- Developing and coordinating online and in person exchange visits between hub communities and other communities in the United Kingdom that are living with pine martens to share learning and build a far-reaching community of pine marten champions.
- Providing support as needed for the project's Community Grants Scheme and work with project Field Officers to plan annual community action days focused on woodland habitat improvement projects.
- Promoting Pine Marten Picnics – a self-led activity developed by the project to encourage families to get out in their local green space/s, connect with trees or woodlands and learn about pine martens in a fun and accessible way.

Responsibility 3: Sharing Best Practice, Marketing and Evaluation

Ensuring proactive marketing and accurate evaluation through:

- Supporting project marketing by capturing local activities and participation through film, photos and interviews, and by encouraging local people to generate their own content. Training, equipment and support for this will be provided.
- Delivering, monitoring and reporting activity to support the project's Evaluation Framework.
- Raising the profile of the project and its funders through the media and other work as required.

General

- The job holder is required to follow and comply with all policies and procedures of Somerset Wildlife Trust which includes our health and safety and safeguarding procedures, ensuring the personal safety of all staff, volunteers, young people and vulnerable adults involved in the project.
- To carry out other duties relevant to your post as reasonably required by your line manager.
- To reflect the Somerset Wildlife Trust Values all areas of work.
- To work collaboratively with other Wildlife Trusts to share learning and achieve greater impact collectively.
- Somerset Wildlife Trust is committed to creating a more digital culture across the organisation. We aim to become more collaborative, agile and efficient through the use of digital technology. A basic level of digital skills is expected of all staff with the opportunity to improve these skills with career progression.
- Somerset Wildlife Trust has an Equality, Diversity and Inclusion Plan and is committed to continuing to improve the equality, diversity and inclusion of every aspect of our work; we know we need to engage with everyone to live our Values and achieve our goals. We welcome applications from everyone and are happy to discuss any accommodations or arrangements that would make the recruitment process better for you, and the working environment should you be employed.



PERSON SPECIFICATION

To succeed in this role you will need to demonstrate:

	<i>Essentials</i>	<i>Desirables</i>
Qualifications	<p>Educated to degree level or with an equivalent level of training or professional experience.</p> <p>Full driving license.</p>	<p>Pattern of training / qualifications specific to conservation</p>
Experience/Knowledge	<p>At least two years' professional experience in a comparable role.</p> <p>Created/Developed resources to support community action/community initiatives.</p> <p>Delivered training and/or events to community representatives or volunteers on relevant topics.</p> <p>Knowledge of best practice in the field of community engagement & empowerment & understanding of the challenges & barriers to community participation AND barriers to people taking action for nature.</p> <p>A good working knowledge of conservation principles – habitat creation and management; the behaviours and needs of common species - and how to apply these within urban and rural settings.</p> <p>A working knowledge of safeguarding, GDPR & Health & Safety issues relating to work with communities & volunteers.</p>	<p>Community organising qualification or equivalent experience</p>

<p>Skills</p>	<p>Passion & enthusiasm for work with communities, for inclusion & for wildlife/conservation.</p> <p>Positive, creative & resilient – open to new ideas/learning & flexible in approach.</p> <p>Excellent communicator with a proven track record in developing strong relationships with key individuals/stakeholders (volunteers community organisations and/or statutory agencies).</p> <p>Excellent organisational skills – able to prioritise & manage a varied workload to tight & competing deadlines.</p>	<p>Demonstrable field identification (habitat/species) skills</p>
<p>Attributes</p>	<p>An excellent team builder/player, but also able to work on own initiative & with a high degree of autonomy Warm & approachable with the ability to establish trust & build strong & consistent relationships with diverse audiences.</p> <p>High level of IT competence & excellent knowledge of Microsoft Office applications.</p> <p>Integrity and commitment – honest, with a strong work ethic and a real commitment to the values and aspirations of the Devon Wildlife Trust.</p>	



Somerset
Wildlife Trust



SOMERSET WILDLIFE TRUST'S WORKING VALUES AND EXPECTATIONS

Developing Somerset Wildlife Trust

To deliver our Wilder Somerset 2030 plan we, Somerset Wildlife Trust, will need to build our charity, be clear in our priorities and ensure our own actions support our aims. We have a new set of Values that will inform all our decision-making and actions to bring about nature's recovery across Somerset.

- We are passionate about nature.
- We believe everyone can contribute to nature's recovery.
- We love Somerset - its amazing wildlife and its communities.
- We are confident and brave in standing up for nature.
- We encourage innovative thinking and action for nature's recovery.

To deliver our strategy we will:

- Support, inspire and enable others to act while leading by example.
- Develop a Climate and Environment Strategy that delivers on our own environmental commitments within the Trust covering all areas of our operation and land use including procurement, utilities, facilities, and transport to achieve carbon neutrality by 2030.
- Use our resources efficiently and effectively, harnessing the diversity, talent and commitment of our staff and supporters.
- Expand our supporter base and sources of income, including through embracing new opportunities to generate income streams that are compatible with our strategic goals and maintain financial stability.
- Embrace new ways to grow our impact and reach, with a particular focus on expanding our digital knowledge and experience.

