



JOB DESCRIPTION: Honeygar Wilding Officer

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.

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 strategy, *Wilder Somerset 2030*, is delivered with both at its core. 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.

Delivering more space for nature and restoring ecosystem health through the Nature Recovery Network is a critical action to achieve climate adaptation and resilience as part of Defra's [25 Year Environment Plan](#). It also supports elements of the [green finance strategy](#) and [10 point plan for a green industrial revolution](#).

Somerset Wildlife Trusts approach is to lead by example and to facilitate this acquired Honeygar Farm in early 2021 a former intensive dairy farm, located in the heart of the Somerset Levels and Moors. This 80 hectare site is now the flagship project in developing the [Wilder Carbon](#) Scheme led by Kent Wildlife Trust.

Honeygar farm is set to be an exemplar for rewetting lowland agricultural peatlands, reducing carbon emissions, tackling phosphate pollution and delivering climate adaptation and nature benefits in this highly vulnerable area.

Supported by the Nature Based Solutions Manager and the Senior Reserves Manager, the Nature, Carbon and Wilding Solutions Officer will be at the heart of delivering this exciting project. Supporting on the ground actions to rewet the peatlands, liaising closely with university and research partners and communicating our work to the local communities, farmers and landowners. With the overall goal of supporting and encouraging farmers across the Somerset Levels to access the alternative income streams offered by ecosystem services- for the long term benefit of local communities, businesses, climate and nature.

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.

Honeygar

Somerset Wildlife Trust acquired Honeygar in May 2021 as a key part of our newly launched Wilder Somerset 2030.

Honeygar Farm is located between the Trust's Westhay Moor NNR, Westhay Heath and Catcott nature reserves in the Avalon Marshes, one of the largest and most important wetland areas in the UK. The site, a former dairy farm, comprises two adjacent blocks of land, 46.5 hectares of previously intensively grazed farmland backing onto the River Brue, a 200-year-old farmhouse and a collection of sheds and outbuildings, alongside an additional 36.5 hectares of less intensively managed land.

The site is not only perfectly placed to strengthen nature connectivity within the Avalon Marshes landscape, it will also contribute significantly to Somerset's overall Nature Recovery Network, and offers us new opportunities to transform an ex-dairy farm into something quite amazing for wildlife, and climate resilient while keeping carbon locked up.



Job Title	Honeygar Wilding Officer
Grade	Specialist Level 2/3 depending on qualifications and experience
Reports To	Nature Based Solutions Manager
Team	Nature Recovery Team
Position	Fixed term contract, 3 years, 37.5hrs per week Flexible working considered for the right candidate
Working Relationships	Internal: The Head of Nature Recovery, Nature Based Solutions Manager, Senior Reserves Manager, GIS Officer, Somerset Environmental Records Centre and First Ecology. External: A wide range of partners including, neighbouring communities, landowners and farmers, Honeygar's graziers, the University of West of England, Royal Society of Wildlife Trusts, other Wildlife Trusts, Wilder Carbon and other research partners, NGO's and SWT volunteers.
Job Purpose	This is an exciting and pivotal role in which you will lead the development of our newest site, Honeygar at the heart of the Avalon Marshes, an amazing wetland landscape, part of the Somerset Levels and Moors. Central to our vision for Honeygar is to restore nature to an ex-dairy farm through re-establishing natural processes and rewetting the peat soils. Somerset's natural environment needs to be restored, with more abundant and diverse wildlife everywhere. Doing this will contribute to tackling the climate crisis.

Honeygar is a vital part of the Levels and Moors ecological network, using natural regeneration approaches you will lead development of our plans for nature, while protecting and restoring the peat, improving water quality, delivering other nature based solutions and adapting to climate change. The lowland peatland habitat of the Levels and Moors are emitting huge amounts of carbon per year due to dried out and degraded peat soils. Our vision for Honeygar is to turn the site into a carbon sink over time while allowing nature to recover, becoming resilient to climate change.

This is an innovative project that sets out to learn while we are delivering, with intensive monitoring to build the evidence based for a nature-based solutions approach to land management. A key part of this role will be engaging with other landowners, communities and stakeholders to share our learning, successes and failures, and develop a shared approach to nature’s recovery across the wider landscape.

This three-year funded post will lead our work at Honeygar, bringing together our science, monitoring and land management colleagues to innovate new ways of managing land to achieve our goals. You will work with external organisations, universities and scientists to identify new solutions, coordinate group visiting the site and spend time building relationships with key stakeholders including neighbouring landowners and local communities.

We are looking for a dynamic, passionate and confident individual wanting to work with us to find local solutions to the twin global crises of ecological decline and climate change. Your ability to communicate with a wide range of audiences will be matched by your scientific knowledge and expertise related to land management and natural processes. You will be open to new ideas and ways of working, be willing and able to innovate and try new things. You will be able to present evidence and learning to inspire, inform and influence others.

Main responsibilities

Key duties envisaged for this post include:

Lead development and delivery of our nature recovery vision for Honeygar

- Contribute to the delivery of a landscape vision with Honeygar at the core of nature’s recovery
- Work with the Nature Recovery and Nature Reserves teams to develop our wilding approach to land management at Honeygar
- Develop plans to rewet the peat soils, turning Honeygar over time from a carbon emitting site to a carbon sink, while delivering nature restoration and restoring ecological function.
- Develop opportunities for nature-based solutions income generation at Honeygar and share learning with other land managers
- Coordinating site management activities to enable peat rewetting, grazing and research actions to take place in a timely manner.
- Coordinate the evidence and monitoring group for Honeygar, bringing together scientists and other stakeholders to challenge our perceptions and find solutions that deliver for biodiversity and the climate.
- Act as the first point of contact for neighbouring farmer's/landowner's and communities, communicating the trials at Honeygar and promoting the role of nature based solutions in the context of the climate and ecological emergencies.

Engage, support and inspire partners, landowners and communities to co-create a nature-based approach to nature’s recovery through our learning at Honeygar

- Lead our engagement with communities, land owners and other key stakeholders to involve them with and share learning from our approach at Honeygar including
- Develop events to share our work at Honeygar to a range of audiences including farmers/landowners, local communities, the general public, SWT members and staff and a range of organisations.
- Produce and present plans and reports based on the findings of scientific research and feedback received at events tailored to different audiences.
- Work in close collaboration with the communications and fundraising teams to promote the work at Honeygar including the production of articles, blogs and social media posts.

Other responsibilities

- Regular travel to Honeygar is required, as well as attendance at meetings and events across the county. A driving licence and use of own car is essential, as public transport is not always available. The job holder is required to follow and comply with all policies and procedures of the Trust which includes the Trusts Health and Safety procedures in the workplace, ensuring the personal safety and the safeguarding of the interests and safety of all staff, trainees, visitors and others at the Trust.
- Undertake a wide range of complex, technical and professional tasks in differing situations, with a degree of personal responsibility and autonomy. It is important to be able to work both alone and as a member of the team.
- For SWT to work effectively, you may be required to assist with other areas of work and, therefore, you should be prepared to undertake other duties appropriate to the post, as delegated by your line manager.
- All staff are ambassadors for the organisation both internally and externally and are expected to always act in a professional manner. They are required to abide by organisational rules, policies and procedures as laid down in the staff handbook, adopt environmentally friendly working practices, set, and maintain high personal standards of efficiency and customer care and foster a 'can do' culture based on ownership, initiative, teamwork and exchange of information.

PERSON SPECIFICATION		
To succeed in this role, you will need to demonstrate:		
	<i>Essentials</i>	<i>Desirables</i>
Qualifications	<ul style="list-style-type: none"> • Educated to degree level or equivalent in climate science, ecology or relevant subject, or equivalent work experience 	<ul style="list-style-type: none"> • Post-graduate qualification in a relevant subject
Experience	<ul style="list-style-type: none"> • At least 3 years direct experience working on nature conservation / recovery • Successful experience of working with a wide range of stakeholders including organisations in the public, private and/or voluntary sectors, landowners, farmers and communities. • Use of stakeholder engagement techniques 	<ul style="list-style-type: none"> • Experience in land management for nature conservation. • Experience in peat-rewetting techniques

	<ul style="list-style-type: none"> • Production of reports from scientific data and community feedback 	
Knowledge	<ul style="list-style-type: none"> • Excellent understanding of climate change science, particularly the role of lowland peatlands. • Knowledge of the ecology of UK habitats, particularly wetlands. • Knowledge of farming practices and/or running a sustainable farm business 	<ul style="list-style-type: none"> • Understanding of carbon offsetting schemes. • Understanding of phosphate pollution and the role of nature based solutions • Landscape-scale conservation theory and practice, ecological networks, natural capital, and ecosystem services
Skills	<ul style="list-style-type: none"> • Good organisational, communication & IT skills • Excellent project management skills including ability to ensure the smooth running of a busy site. • Excellent event management skills and ability to produce engaging content to suit a wide range of audiences. • Ability to analyse evidence and research and produce reports for non-scientific audiences. • Good statistical analysis and interpretation of ecological data sets 	<ul style="list-style-type: none"> • Competency in GIS
Attributes	<ul style="list-style-type: none"> • Excellent interpersonal skills – effective and inspiring communicator • Innovative, resilient under pressure and self-motivated • Commitment to the aims of the Wildlife Trust movement • Passionate about wildlife and about Somerset’s landscapes • 	



Wilder Somerset 2030: THE 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.