



**Somerset**  
Wildlife Trust

# Wilder Somerset

## 2030



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



**Job description:**  
**Reserve Manager – Brue**  
**Valley**

About Somerset Wildlife Trust

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 the 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

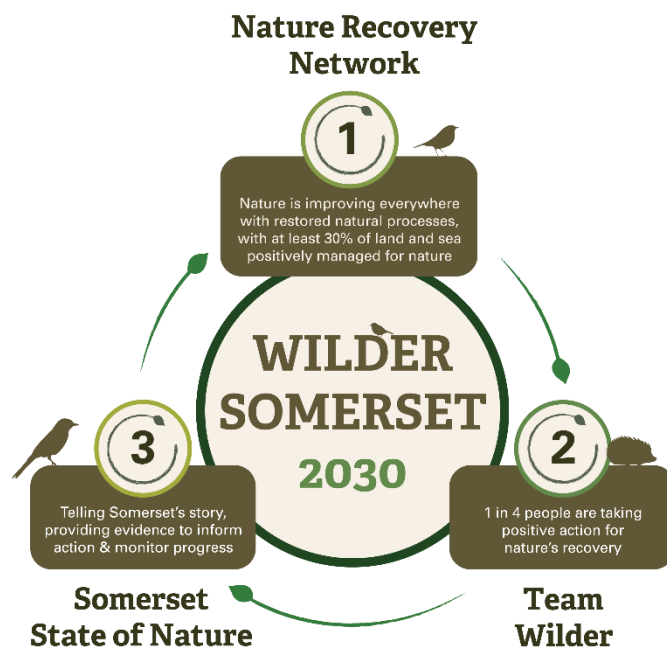
To champion the change needed to rebalance our relationship with wildlife and the natural world.

### 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

The Reserve Manager will work within the Reserves and Land Management team to deliver practical conservation work for a variety of habitats and species, delivering annual work programmes. The post will be responsible for managing volunteer groups and contractors, visitor management, and safety on reserves, as well as delivering, monitoring, and reporting on a number of agri-environment agreements and externally funded projects.

<b>Job Title</b>	Reserve Manager Brue Valley
<b>Band Grade</b>	Level 3
<b>Reports To</b>	Senior Reserve Manager Brue Valley
<b>Team</b>	Reserves and Land Management Team
<b>Responsible for</b>	Contractors, volunteers and trainees as appropriate
<b>Job Purpose</b>	Responsible for all aspects of management for a number of nature reserves and also projects when required, to maximise their role in implementing the wider Trust strategy.
<b>Position</b>	Permanent, 37.5hrs per week. Based at our Avalon Marshes office base, working across our nature reserves, with some opportunities for home working.
<b>Working Relationships</b>	<b>Internal:</b> CEO, All staff, Trustees
	<b>External:</b> SWT members, the public, suppliers and contacts from other Trusts', specialist advice services, consultants, volunteers and contractors, partner organisations, Natural England, Forestry Commission and the Rural Payments Agency.
<b>Benefits of working for Somerset Wildlife Trust</b>	<p>We offer some fantastic benefits including:</p> <ul style="list-style-type: none"><li>• 7% employer pension contribution</li><li>• Life assurance</li><li>• An annual professional institution subscription if applicable</li><li>• Flexible and agile working</li><li>• Wellbeing support – EAP, wellbeing champions</li><li>• Diversity networks through RSWT/TWT</li><li>• Paid volunteer days</li><li>• Continuous Professional Development opportunities</li><li>• 33 days of holiday (25 + bank holidays)</li><li>• Staff social calendar and events</li></ul> <p><b>The opportunity to make a real and positive difference to nature, communities and the climate</b></p>

## Job Description – Key Responsibilities and Tasks

Responsible for all aspects of management for a number of nature reserves, to maximise their role in implementing the wider Trust strategy. Working with contractors and volunteers to deliver practical land management for habitats and species.

### **Responsibility 1:**

Deliver work plans on reserves according to management plan objectives, agri-environment or green finance agreement obligations and any funded projects by:

- Creating budgeted annual (seasonal) work programme for reserves or projects under your management
- Delivering programme of annual H&S checks – tree safety, infrastructure etc
- Delivering work/prescriptions detailed in HLS/CS agreements or green finance plans for each year and collect any required monitoring/reporting information/evidence across the Brue Valley reserves
- Delivering management needs according to management plans on reserves outside of agri-environment schemes, or any project or funded work
- Planning and delivery of contractor works
- Management planning
- Visitor and access management including interpretation and communications
- Representing Reserves Team on relevant internal and external groups and meetings and contribute to Trust internal policy, processes and strategic discussions

### **Responsibility 2:**

Funding for reserve management by:

- Countryside Stewardship and funding for reserves management - Oversee new agreement applications, agreement renewals and any emerging agri-environment options to optimise revenue
- Contributing to search for potential other funding sources through green finance – BNG etc, that meet our strategic objectives
- Being responsible for developing and delivering externally funded projects. Project development for external project funding and utilising local funding pots relevant in each geographical area

### **Responsibility 3:**

Volunteer management and responsibility and management of workshop, tools and equipment maintenance and reporting/recording through:

- Risk assessments, LOLER, First aid kits, maintenance records for equipment, vehicles and power tools
- Overseeing volunteer management across reserves (groups, wardens, assistants, H&S recording) and line manage or mentor trainee placements as required

### **Responsibility 4:**

Responsible for a suite of reserves including budgeting, work programming, grazing contracts and returns, contractors and delivery of management by:

- Overseeing the administration and coordination of budgets, work planning and agreement contracts

## 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><b>Essentials</b></i>	<i><b>Desirables</b></i>
<b>Qualifications</b>	<p>Educated to degree level or with an equivalent level of training or professional experience.</p> <p>Full driving license.</p>	<p>Additional training / qualifications specific to conservation and land management</p>
<b>Experience/Knowledge</b>	<p>2 years' experience of practical reserves management</p> <p>Good working knowledge of the ecology, landscape and habitats of Somerset and preferably the Avalon Marshes</p> <p>Relevant experience of budgets and management programmes</p> <p>Experience of organising and supervising contractors</p> <p>Experience of project management and development</p> <p>Knowledge of biological survey and monitoring techniques</p> <p>Knowledge of Health and Safety &amp; wildlife law related to reserves and their management</p> <p>Knowledge of farming, forestry and other land management practices</p> <p>Working knowledge of agri-environment schemes</p> <p>A good working knowledge of conservation principles – habitat creation and management</p> <p>A working knowledge of safeguarding, GDPR &amp; Health &amp; Safety issues relating to work with volunteers.</p>	<p>Confident in internal communications like Teams and Sharepoint</p> <p>Experience of hydrological control and wetland management</p>
<b>Skills</b>	<p>Good communication skills</p> <p>Good report writing skills</p>	<p>Ability to motivate volunteers</p>



	<p>Demonstrable field identification (habitat/species) skills</p> <p>Current chainsaw CS30 &amp; 31 (new level 2 award)</p> <p>Brush cutter – maintenance &amp; operation certificate</p> <p>Current First Aid at Work certificate</p> <p>Basic tree survey and inspection certificate</p> <p>Positive, creative &amp; resilient – open to new ideas/learning &amp; 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 &amp; manage a varied workload to tight &amp; competing deadlines.</p>	<p>Chainsaw certificate – CS32 (new level 3 award)</p> <p>Sit in ATV including loads &amp; trailed equipment</p> <p>Pesticide certificate – PA1 &amp; PA6 &amp; PA6AW</p> <p>Agricultural tractor with trailed &amp; mounted implements &amp; PTO's Tractor</p> <p>Trailer licence (B&amp;C)</p>
<b>Attributes</b>	<p>An excellent team builder/player, but also able to work on own initiative &amp; with a high degree of autonomy</p> <p>The ability to co-ordinate a number of concurrent activities over a wide area.</p> <p>Physically fit</p> <p>Responsible, team oriented approach to work.</p> <p>A positive, can-do attitude.</p> <p>High level of IT competence &amp; 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 Somerset Wildlife Trust.</p>	

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## 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.

