



Somerset
Wildlife Trust



Wilder Somerset

2030



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



Job description:
Community Ecologist

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.

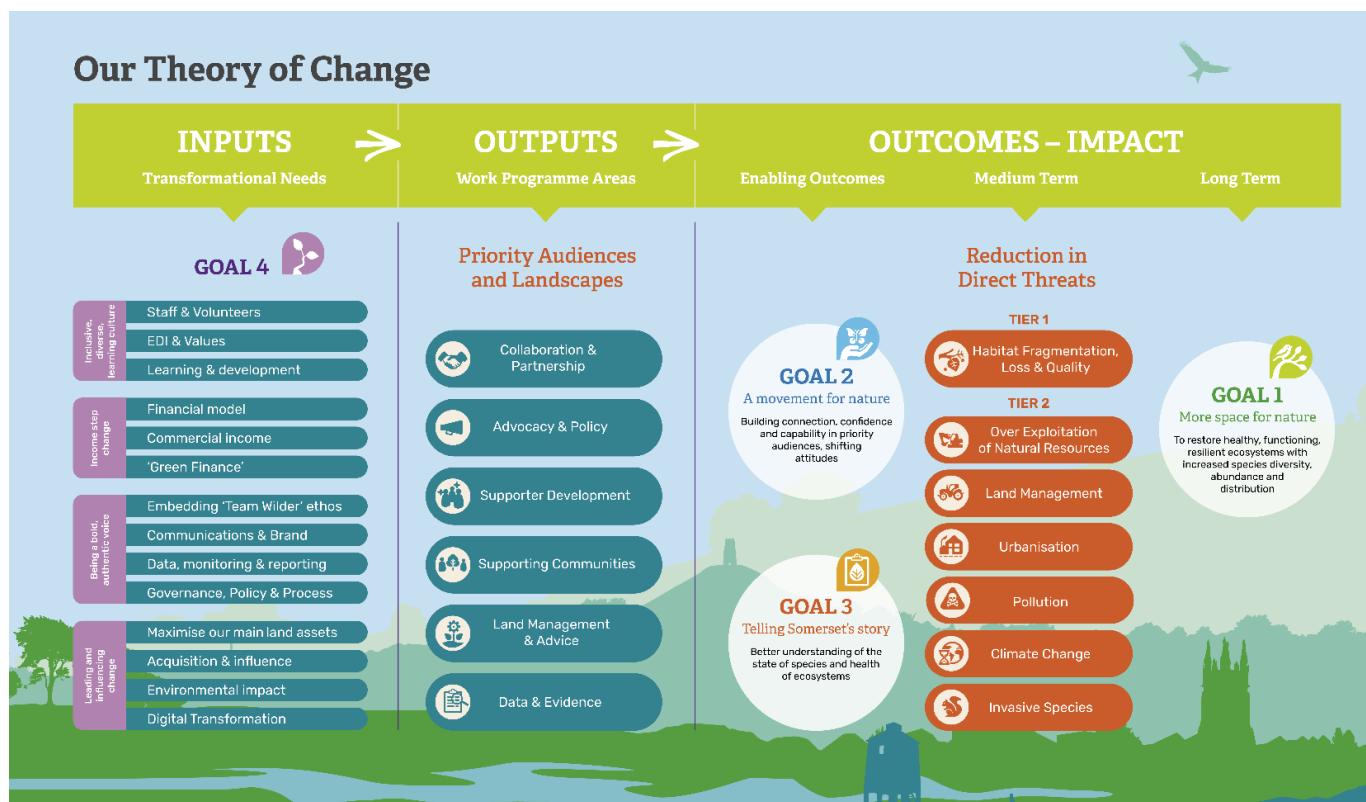
The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our strategy, ['Wilder Somerset 2030'](#) is delivered with both at its core. We recognise that people are part of the 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.



About the post

Are you committed to supporting community-powered change to help nature recover? Do you have the skills to support communities, work collaboratively and lead habitat creation and species surveys?

The Community Ecologist is a new temporary role which will work alongside the existing staff team, volunteers and local communities to co-produce projects that support local climate and nature action plans. The Community Ecologist will provide non-chargeable advice, field surveys and practical support to Community & Volunteer Groups, Parish Councils & Local Authorities, Schools, Youth and educational settings. This role will bring a sound ecological knowledge to the team, and a good understanding of habitat creation and management which they will use to advise, support and enable communities to take practical and meaningful action for nature's recovery. This is core to the ethos of "Team Wilder" and Goal 2 of our strategy.

This is a fixed term contract fully funded until 31st May 2026, made possible thanks to The National Lottery Heritage Fund, as part of the Wilder Communities 30 x 30 fund.

Job Title	Community Ecologist
Grade	Banding level 2 (£29,000 FTE)
Reports To	Wilder Communities Manager
Team	Engagement Team, Action for Nature Directorate
Responsible for	Volunteers
Job Purpose	<p>The Community Ecologist will work alongside the Wilder Communities Officers and local communities to co-produce projects that support local climate and nature action plans.</p> <p>The Community Ecologist will provide non-chargeable advice, field surveys and practical support to Community & Volunteer Groups, Parish Councils & Local Authorities, Schools, Youth and educational settings. They will provide advice, develop resources and training to people across Somerset who need support and expertise to take practical action for nature's recovery in their local area.</p> <p>The Community Ecologist would be expected to spend approximately 50% of their week working within the community on people facing and outdoor tasks, and 50% of their week on desk-based tasks (this is an approximate breakdown and will vary week to week depending on the demands of the role).</p> <p>This work is made possible thanks to The National Lottery Heritage Fund, as part of the Wilder Communities 30 x 30 fund which aims to equip local people to take action.</p>
Position	<p>Fixed term contract fully funded until 31st May 2026</p> <p>This is a Full-time position (37.5hrs per week), but we will consider 4 days a week, and/or flexible working.</p> <p>Formally based at our Taunton office with opportunities for home working, and use of offices in Callow and the Avalon Marshes Centre. County wide travel required.</p>

	Evening and weekend working occasionally required.
Working Relationships	Internal: Engagement Team, Nature recovery Team, Comms Team, all staff, Trustees and volunteers
	External: The general public, including new audiences for the Trust, community groups, Parish and county Councils, partner organisations, private landowners, members and supporters, suppliers and contractors.
Benefits of working for Somerset Wildlife Trust	<p>We offer some fantastic benefits including:</p> <ul style="list-style-type: none"> • 7% employer pension contribution • Life assurance • An annual professional institution subscription if applicable • Flexible and agile working • Wellbeing support – EAP, wellbeing champions • Diversity networks through RSWT/TWT • Paid volunteer days • Continuous Professional Development opportunities • 33 days of holiday (25 + bank holidays) • Staff social calendar and events <p>The opportunity to make a real and positive difference to nature, communities and the climate</p>

Job Description – Key Responsibilities and Tasks

Responsibility 1: Community ecology support and advice

- Support communities to deliver practical local wilding actions, creating new local “wilded” spaces, insect-friendly streetscapes, ponds, orchards and other nature recovery interventions.
- Using your specialist knowledge, provide support and advice to communities to enable the delivery of local nature recovery- including providing practical habitat creation advice and supporting the development of management plans.
- Offer initial free site visits and baseline assessments for settings such as schools and community sites, in collaboration with nature recovery colleagues, volunteers and SWTC.
- Using your specialist knowledge, survey species onsite and support communities to learn wildlife recording and surveying skills for ongoing monitoring.
- Work with other team members to ensure community enquiries are filtered through our established channels and act as a point of contact for community enquiries. In particular, support the management of the Team Wilder inbox, acting as Trust first point of contact for community and land management enquiries, triaging land advice enquiries to other colleagues, directing to resources and offering initial community and land management advice.
- Work proactively with SWT colleagues and other organisations who are delivering community engagement activity in the area, including environmental NGOs, Local Authorities, voluntary sector infrastructure bodies etc.

Responsibility 2: Training and resources

- Work with other staff, volunteers and external experts, to create and deliver training resources including written advice, courses and webinars that meet the needs of Wilder Communities and Leaders, supporting their skills development and ability to take action and encourage advocacy.

- Support and train people to record wildlife on their local patch and understand the environments they are working in.
- Identify any training and development needs within the community and deliver formal and informal training to support targeted communities to deliver on their plans e.g. woodland management, butterfly recording, pond creation.
- Alongside colleagues develop key resources to add to our library to support community action for nature's recovery countywide.
- Produce high quality and engaging content for various newsletters and other external communications to inform audiences of what we are doing and how they can take action for nature.
- Act as a strong advocate for the Trust and Team Wilder in external communications, highlighting the importance of nature for wildlife and people and promoting pro-environmental behaviours.

Responsibility 3: Project impact and reporting

- Complete ongoing monitoring, reporting and evaluation of progress, recording activities and engagement using internal reporting procedures.
- Use journaling and reflective practice methods to measure and report against organisational impact measures on a quarterly basis.
- Regularly complete written project reports to contribute towards reporting and impact measures.
- Stay on top of emails and administrative tasks associated with the project, allowing time for this as a core part of the role.
- Be mindful of grant acknowledgement online, in comms and in all activities, and take opportunities to thank National Lottery players throughout project delivery.
- Working with our communications team, proactively provide specialist content for external communications to highlight our work, Team Wilder and the communities you work with. Promote both local and national campaigns through community networks, liaising with communications contacts to maximize their reach and impact.

General

- Promote best health & safety and safeguarding practice, including writing risk assessments.
- 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 adults at risk involved in our work.
- To carry out other duties relevant to your post as reasonably required by your line manager.
- To reflect the Somerset Wildlife Trust Values in 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>Qualified or proven work experience in the field of ecology and/or habitat management.</p> <p>Full UK driving license, access to vehicle for work purposes and able to travel across Somerset.</p>	<p>Species or habitat specific licenses, training or qualifications which demonstrate interests and field experience.</p> <p>Relevant degree (e.g. ecology, wildlife conservation, environmental management)</p> <p>Community organising, education or engagement qualification or equivalent experience.</p>
Experience/Knowledge	<p>Broad knowledge of UK fauna and flora and habitats, with good identification skills, and awareness of current UK wildlife legislation to a sufficient standard for managing engagement activities.</p> <p>Field experience in a relevant role e.g. seasonal ecologist, seasonal ranger, community ranger, assistant surveyor or ecologist in consultancy setting.</p> <p>Experience of working with or as a volunteer to help achieve positive outcomes for the environment.</p> <p>Experience of working or volunteering in a people facing role and engaging with a wide diversity of people.</p>	<p>Proven track record of working collaboratively with diverse communities to deliver & achieve environmental actions connecting people to nature.</p> <p>Awareness of, and a commitment to, tackling the barriers that may exist to volunteering and nature engagement and the impact on diversity</p> <p>A good knowledge of the benefits of the natural environment for maintaining and improving health and wellbeing</p> <p>A good knowledge of Somerset's geography, its communities and demographics.</p>
Skills	<p>Have excellent interpersonal skills, able to communicate clearly and confidently with members of the public from a wide range of backgrounds and collaborate with colleagues. Able to listen, inspire, facilitate and negotiate to enable action.</p> <p>Species identification and surveying skills</p> <p>Good organisational skills working with volunteers and community groups.</p>	<p>Confident public speaking and/or facilitating meetings</p>

	<p>Competent administrative, communication (written and oral), report writing, and IT skills.</p> <p>Able to work within a team on shared programmes to deliver actions.</p>	
Attributes	<p>Practical, outdoorsy and comfortable mucking in with a variety of tasks whatever the weather.</p> <p>Passionate about community engagement and supporting local climate and nature action plans.</p> <p>Friendly and approachable. Able to meet people where they are at.</p> <p>Good time management and able to work to tight deadlines and juggle multiple priorities.</p> <p>Flexibility in working pattern, hours and location</p>	<p>Commitment to the aims of the Wildlife Trust movement</p> <p>An understanding of the work of the Wildlife Trusts and our 10-year ambition for Somerset</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.

