



Somerset
Wildlife Trust



Wilder Somerset

2030



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



Job description:
Wilder Communities Manager
(Maternity cover)

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.

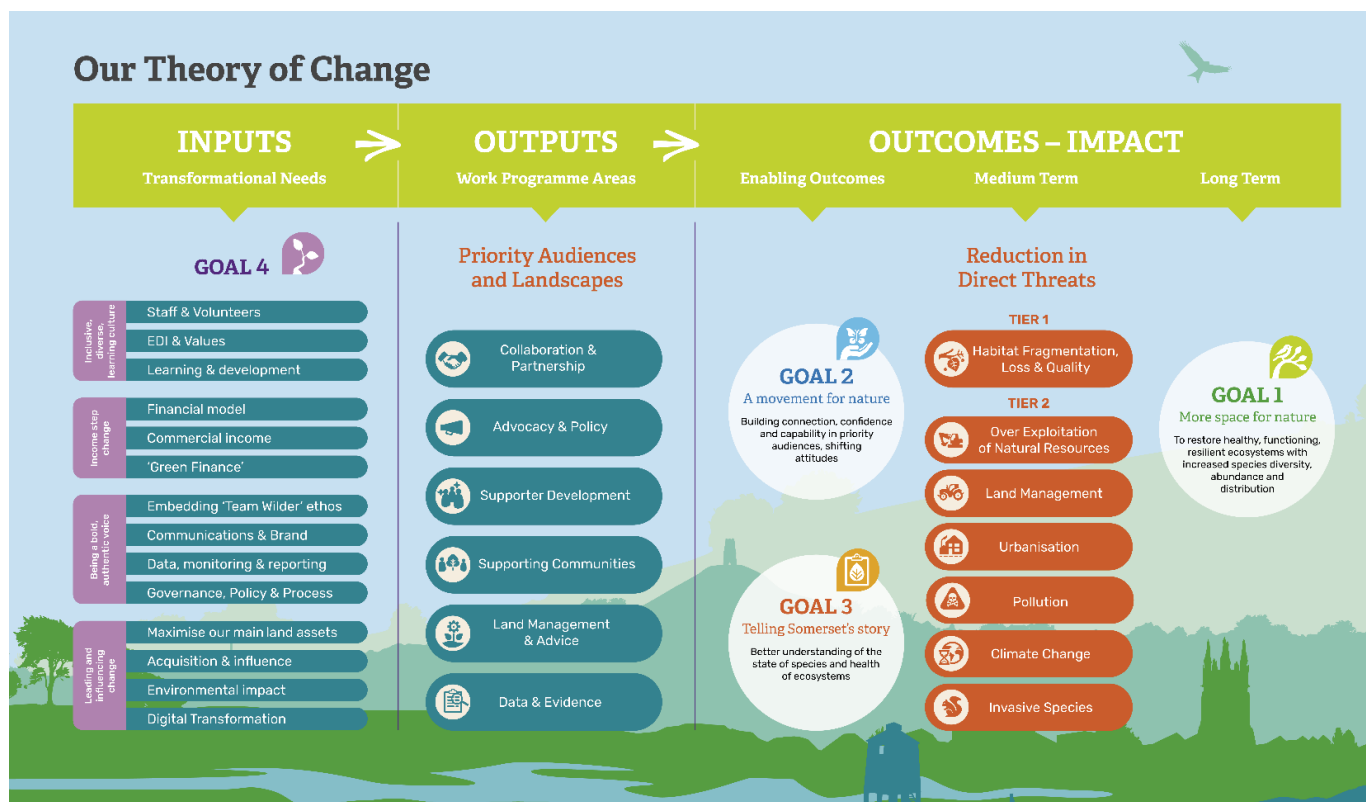
The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our strategy, ['Wilder Somerset 2030'](#) is delivered with both at its core. We recognise that people are part of the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

The Wilder Communities Manager is a critical post developing and leading the delivery of our Wilder Communities workstreams, ensuring that diverse communities across Somerset are supported to take practical and meaningful action for nature's recovery. This is core to the ethos of "Team Wilder" and a goal 2 of our strategy.

This is a maternity cover post expected to begin in February 2026, for a period of 12 months.

Job Title	Wilder Communities Manager (Maternity cover)
Grade	Banding level 4
Reports To	Head of Engagement
Team	Engagement Team, Action for Nature Directorate
Responsible for	Volunteering & Community Support Officer Wilder Communities Officers Community Ecologist Engagement/coexistence/project Officers Supervision for shared Administration Officer 1 day a week volunteers
Job Purpose	To take a lead role in the development and delivery of one of the Trusts key strategic goals – creating a movement for nature. Working with diverse communities, young people, businesses and individuals you will be responsible for encouraging, empowering and enabling them to take meaningful action for nature - the "Team Wilder" ethos. Leading a small team of people, you will adopt a community organising approach, listening to communities and supporting them through training and advice to turn their ideas into practical action for nature's recovery, linking them up to create a peer support network that delivers across the county. You will support the development of impactful volunteering roles to further deliver the Trusts strategy and work closely with colleagues across teams to embed the "Team Wilder" ethos in our delivery. To help us understand the impact of our work and the work of the people we support you will help create and deliver an impact monitoring framework to highlight values and behaviours to determine the success of Team Wilder in encouraging action and delivering for nature's recovery.
Position	Maternity cover: 12 months fixed-term contract subject to extension or termination with 8 weeks' notice. This is a Full-time position (37.5hrs per week), but we will consider part-time (minimum of 3 days a week) for the right candidate, with responsibilities revised accordingly. This role is not suitable for job sharing. Based at our Taunton office with opportunities for home working. Evening, weekends and county-wide travel are 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	We offer some fantastic benefits including: • 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 The opportunity to make a real and positive difference to nature, communities and the climate

Job Description – Key Responsibilities and Tasks

Managing the “Wilder Communities” workstreams which cover volunteering, community organising, advocacy, community networks and advice, individual actions for nature (e.g. gardens), training and resource development.

Managing a team of engagement and community officers and working closely with colleagues from across the Trust to identify and develop opportunities to enable, support, inspire and coordinate communities to manage public and private land to benefit biodiversity and enhance Somerset’s Nature Recovery Network. Working with funders and managing projects to enable the delivery of our strategic goals.

Working closely with the Wilder Lives Manager to proactively look to engage across diverse groups of people and deliver benefits for people as well as wildlife and move people from engaging with nature to advocating and taking action for nature.

The key priorities for this maternity cover role will be:

- Ensure consistence and supportive management of the team (currently 4 colleagues with potential for further recruitment)
- Excellent project management. Oversee and report on funded projects, including partnership projects.
- Oversee, update and “hold the fort” on core/business as usual workstreams including maintaining key community and stakeholder relationships.
- Work alongside the Head of Engagement to support project pipelines, including the development of new funded projects and potentially recruitment of new roles, in line with core delivery goals.

Responsibility 1: Wilder Communities and action for nature

- Take a lead role in the development and delivery of SWT's Team Wilder vision of inspiring and empowering 1 in 4 people to take action for nature by engaging new and inclusive audiences to take action for nature.
- In collaboration with colleagues, we support peer-to-peer community connections online and offline with a particular focus on delivering our annual community forum, Wilder Together.
- Support, facilitate and contribute to networks as required including the PCNR Network, Wilder Churches and Specialist Group Forum.
- Inspire and support existing and new community groups to become Wilder Communities, facilitating, training and enabling them to contribute to the Nature Recovery Network.
- Support Wilder Leaders – individuals in their communities, businesses, schools and elsewhere to act as our advocates for nature recovery and inspire action where they live and work.
- Train and support Wilder Champions, SWT volunteers who will work with you to deliver Team Wilder.
- Organise and deliver an annual training programme as part of the SWT event programme including face-to-face and online training workshops to enable people to develop skills to take action for nature including species ID and recording, practical skills and community organising.
- Manage a team of delivery officers who will help you deliver on the ground, managing budgets and ensuring projects deliver planned objectives.
- Project manage both core workstreams (e.g. wilder gardens) and funded projects delivering community action and engagement priorities.
- Project manage the **NHLF 30 x 30 Wilder Communities project**, including staff and budgetary management and working directly with NHLF fund manager. Support staff with conclusion of contracts (March and May 2026) ensuring wellbeing of staff during transition periods, and smooth conclusions and handovers of project. Complete both the funders evaluation report and external documentation, managing contracted designer to deliver a high-quality product. Work closely with the Wilder Lives manager who manages the youth workstream of this project.
- Project manage the engagement of **Two Moors Pine Martens Bounce back project**. This is a partnership project led by Devon Wildlife Trust, concluding in March 2027. Manage the Exmoor Pine Marten Engagement Officer, ensuring effective time management and delivery of agreed outputs for this NHLF funded project. Work closely with DWT colleagues and wider partners, including sitting on appropriate working groups.
- Encourage and support an ongoing countywide network of communities and leaders contributing to the Nature Recovery Network including the delivery of core events (Wilder Together and Wilder Matters), supporting regional network and forums, and cultivating a cultural of reciprocity and the "Team Wilder ethos" both amongst communities and colleagues.

Responsibility 2: Resources, advice and communications

- Work closely with the Communications Team to engage diverse audiences to grow a community of people taking action for nature, developing creative content that inspires people to take action through the use of digital channels, magazine and press.
- Oversee the Team Wilder inbox. Managing and supporting colleagues to handle enquiries, triaging land advice enquiries to other colleagues, directing resources and offering initial community and land management advice.
- Manage the community ecologist and community officer to offer initial site visits and baseline assessments for schools and community sites, in collaboration with nature recovery colleagues, volunteers and SWTC. With your grounding in ecology you will be able to support colleagues to deliver appropriate advice for a community context, and have an understanding of the function and remit of different teams within SWT.
- Work with other staff, volunteers and external experts, to oversee the creation, delivery and direction of training resources including written advice, courses and webinars that meet the needs of Wilder Communities and Leaders.
- Lead on the creation of 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: Impact and influence

- Work with the Head of Engagement and others to deliver impact and outcome monitoring frameworks that highlight people's values and behaviour change over time, supporting data collection and analysis.
- Sit on the Wildlife Trust movement wide meetings and collaborations to represent SWT, share, learn and improve.
- Work collaboratively with partners including councils, neighbouring Trusts and other NGOs to deliver key partnership projects and strategies in Somerset.
- Work closely with colleagues in the Nature Recovery Team, Reserves Team and Somerset Environmental Records Centre to ensure "Team Wilder" delivers Somerset's Nature Recovery Network and citizen science programmes that contribute to Somerset State of Nature
- Provide leadership and guidance to others within SWT to enable them to understand their role in "Team Wilder" and support them to deliver on this strategic goal within their work area.
- Ensure our work is representative of our communities and proactively looks to engage across diverse groups of people and is fully inclusive, helping us to deliver our Equality, Diversity and Inclusion Action Plan.
- Contribute to wider fundraising and bid writing, to build capacity to deliver Team Wilder across the county.

General

- The job holder is required to follow and comply with all policies and procedures of Somerset Wildlife Trust which include 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	A degree or proven work experience in the field of environment or community engagement Current full driving licence and able to use own vehicle for work when necessary	Qualification in community organising or similar.
Experience/Knowledge	At least five years' experience working with volunteers and communities to deliver environmental projects and initiatives or enabling people to take action for nature Demonstrate experience of effective and timely management of projects and budgets. At least three years' experience working with diverse communities, including young people, to deliver environmental actions Experience of effective line management of staff and volunteers to help achieve positive outcomes and of matrix management Sound understanding of native habitats and species and how they may be managed to support wildlife as part of a Nature Recovery Network Proven experience of delivering training to develop skills and confidence in volunteers and the general public Proven experience of networking and maintenance and building of successful partnerships Knowledge and experience of organising and delivering public talks, events and activities	A good knowledge of Somerset's geography, communities, demographics and wildlife Awareness of, and a commitment to, tackling the barriers that may exist to volunteering and nature engagement and the impact on diversity A knowledge of the principles of behaviour change and how to promote positive pro-environmental behaviours Experience of designing and delivering outcome and impact monitoring tools A good knowledge of the benefits of the natural environment for maintaining and improving health and wellbeing Experience of using digital channels to expand reach and engage people Experience of using a CRM system Working knowledge of the General Data Protection Regulations (GDPR 2018) and Data Protection Act 2018. Understanding of Safeguarding principles and practice (this role sits on the safeguarding working group)

	Best Health & Safety and safeguarding practice, including writing risk assessments Facilitating workshops to coalesce groups, find consensus and develop actions Successfully delivering funded projects Using social media as an effective engagement tool	
Skills	Able to develop and manage colleagues both direct reports and across the Trust, with a responsible, team-oriented approach to work Able to work with minimal supervision, high level of initiative and common sense in order to solve problems as they arise Excellent interpersonal skills able to inspire and negotiate to enable action, with strong leadership skills Skilled organising volunteers and similar groups. Skilled in being able to react as the initial point of contact in potentially difficult situations with external individuals and organisations. Computer literate and competent in the use of Mailchimp, Zoom, Eventbrite, Moodle and other digital platforms, and website content management systems for online engagement Excellent organisational, communication (written and oral), report writing, and IT skills	Creation and editing video content Experience with other databases and programs. Highly competent in providing excellent customer service
Attributes	Demonstrate the ability to communicate enthusiastically and inspiringly, reflecting our goals as an inclusive organisation, especially to those contacting the Trust for the first time.	Commitment to the aims of the Wildlife Trust movement An understanding of the work of the Wildlife Trusts and our 10-year ambition for Somerset

	Innovative, resilient under pressure and self-motivated – a solution seeker Comfortable with change and able to see and act on opportunities within an agreed framework for Team Wilder Clear and strategic thinker, able to make connections Confident but with tact and diplomacy Confident in taking on new and unfamiliar areas of work Good time management and able to work to tight deadlines Flexibility in working pattern, hours and location Interest in wildlife and nature restoration, especially in a Somerset context.	
--	--	--



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.

