



Somerset
Wildlife Trust



Wilder Somerset

2030

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

Job description:
Wilder Communities Officer

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.

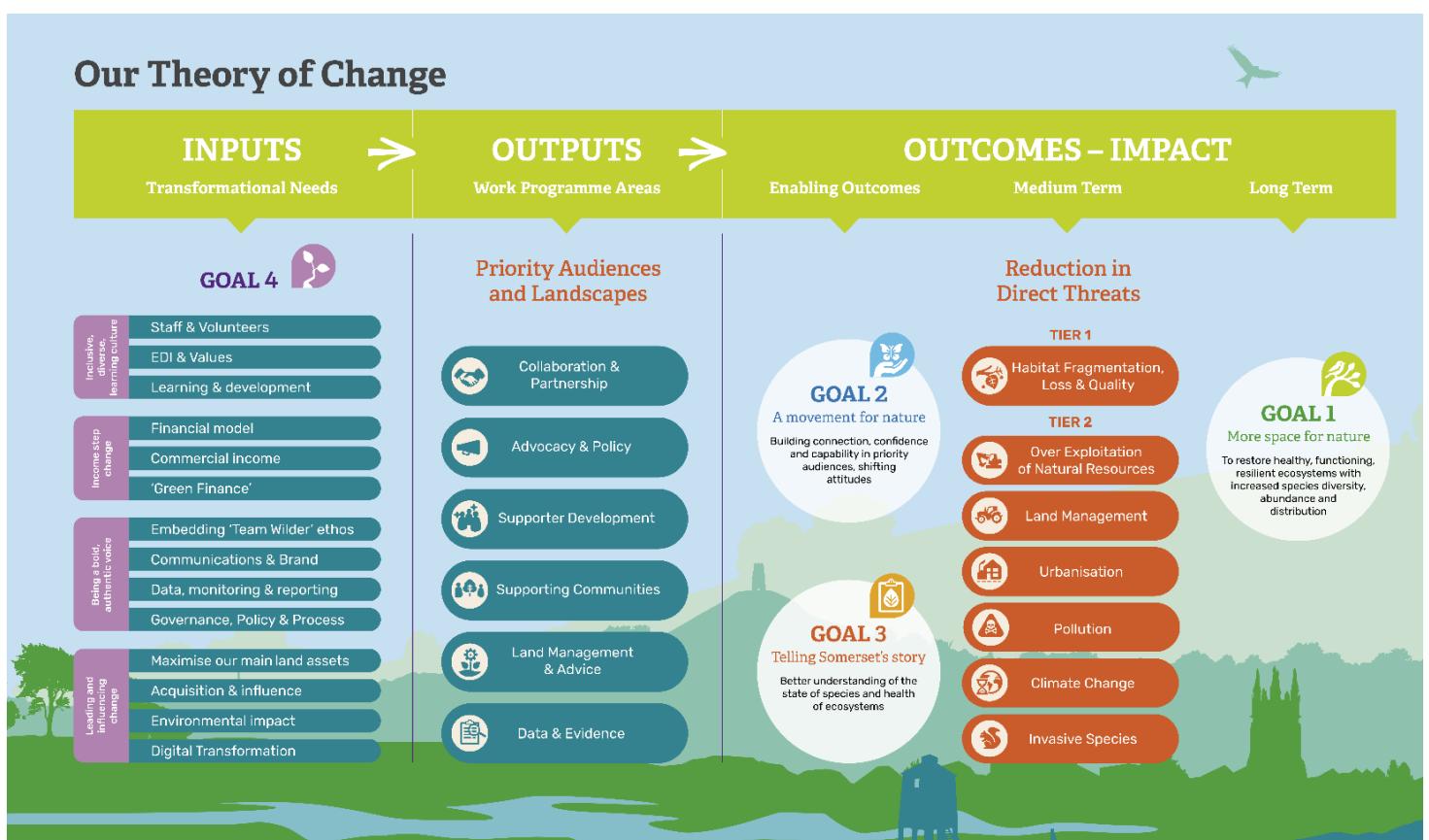
The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our strategy, ['Wilder Somerset 2030'](#) is delivered with both at its core. We recognise that people are part of the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

As the Intergovernmental Panel on Climate Change (IPCC) sixth assessment report laid out in March 2023, we are now on the brink of irrevocable damage from climate change; this is our 'final warning' and the time is now for action to address this crisis.

The report highlighted that restoring nature was one of the key actions needed to address this issue. Somerset Wildlife Trust are at the forefront of this work in Somerset and are fully committed to this path through our Wilder Somerset 2030 Strategy and to delivering a vision whereby we reverse biodiversity loss and tackle the climate crisis.

The Team Wilder way of working is how we connect with, listen, and collaborate with a wide range of people, building reciprocal trusted relationships at a local level. We support and facilitate individuals, communities, and stakeholders to make meaningful changes for nature's recovery. This leads to more people influencing each other to take sustained collective action for nature and climate to achieve the 30% by 2030 target nationally.

Our Wilder Communities Officers are critical to the development and delivery of our Team Wilder ambitions, supporting communities to take practical and meaningful action for nature's recovery. This post will work across the central region of Somerset with particular emphasis delivering the 'Act to Adapt' process across Somerset.

Job Title	Wilder Communities Officer (Central) Covering the central communities of Somerset and incorporating the Climate Adaptation Project
Banding	Level 2
Reports To	Wilder Communities Manager Project management of Act to Adapt- Climate Change Adaptation Officer
Team	Engagement
Responsible for	Volunteers
Job Purpose	<p>The post will work primarily across the central part of Somerset, as well as working with the wider engagement team and climate adaptation project team to deliver the 'Act to Adapt' process across Somerset. The post will be responsible for delivering a key part of Somerset Wildlife Trust's climate adaptation work to develop and further embed the 'Act to Adapt' process, through our 'Adapting Somerset' project. This supports communities to develop plans to adapt their local areas to the impacts of climate change. The central focus of this work is highlighting how nature-based and natural process solutions can help manage water, heat and wildfire risks; protecting people, wildlife and landscapes, supporting communities to co-create Climate Adaptation Plans. By planning and implementing these actions alongside communities, you will help map a positive and nature-rich future for Somerset in the era of Climate Change.</p> <p>As a Wilder Communities Officer, your role will be to identify individuals and existing groups to support their empowerment to take meaningful action to</p>

	<p>support nature's recovery. You will listen to these communities and facilitate conversations and ideas that will enable them to develop and deliver action plans in their areas. As part of our ongoing support, you will identify training needs and deliver training opportunities for communities and be proactive in linking communities together for peer support and to highlight and celebrate actions across the county.</p> <p>Partnership working will be critical for successful delivery, and you will need to develop good working relations with Local Authorities, voluntary organisations and other conservation bodies to support the communities you work with.</p>
Position	<p>Permanent and part-time, 30hrs per week. Based at the Callow Office (office location subject to change after 12 months) with weekly office meetings. Travel and working in the community required (Somerset wide). Travel to the head office in Taunton fortnightly to meet with the manager and the rest of the engagement team will be expected. Opportunities for hybrid working within these parameters.</p>
Working Relationships	<p>Internal: Nature Recovery Projects team, Engagement team, Fundraising team, Communications Team, Reserves team, SERC, all staff, Trustees and volunteers.</p> <p>External: The general public, including new audiences for Somerset Wildlife Trust, community leaders and groups, schools, landowners, farmers, academics, Local Authorities, partner organisations.</p>
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

The post will be focused on work across the central part of Somerset, supporting communities across this area to take meaningful action for nature. The post will work with the wider engagement team and climate adaptation project team to deliver the 'Act to Adapt' process across Somerset to support communities and to develop plans to adapt their local areas to the impacts of climate change.

Responsibility 1: Delivery of 'Act to Adapt' community engagement (12-month funded project) by

- Working closely with the Climate Change Adaptation Officer and wider project team, to develop and deliver a programme of online and in-person communications, meetings and workshops.
- Supervising Climate Adaptation volunteers in person and online.
- Developing information for diverse audiences with a variety of knowledge baselines, including people already living with the impacts of climate change, regarding the role of nature in reducing the impacts of climate change, including sea-level rise; predicted changes in land use; warming, etc. and to help people understand what the future may bring especially in Somerset's more vulnerable nature habitats.
- Supporting people's wider understanding of the role of nature to mitigate climate change through carbon sequestration and storage.
- Continuing the rollout of the [Act to Adapt](#) process in local communities, organising events and workshops and using the [Climate Adaptation Toolkit](#) to explain the process of developing community and nature based solutions to the big issues of climate change.
- Supporting communities to identify and implement adaptation actions from their Climate Adaptation Plans, including deploying seed funding (£1,000 per community) for nature-based solutions such as rain gardens, tree planting, and 'slow the flow' measures.
- Developing an Enhanced Climate Adaptation Toolkit (Version 2) enabling communities to develop adaptation plans with minimal external support, including flood-focused guidance and step-by-step planning templates.

Responsibility 2: Community action for nature by

- Building on the 'Act to Adapt' process to engage with new and existing individuals, community leaders and community groups across Central Somerset to develop working relationships that seek to take positive action for nature in their local areas by identifying opportunities and developing action plans.
- Understanding barriers and motivations to taking action for priority audiences and work with priority audiences on how to remove these barriers.
- Being a visible and approachable presence within the work area. Be clear on the remit and offer of Somerset Wildlife Trust and how you can "add value" to the projects you engage with.
- Supporting communities to scope, develop and facilitate action plans and deliver self-sustaining community-led practical local wilding actions, creating new local wilder spaces, and other nature recovery interventions, building the 'Act to Adapt' process into your toolkit of resources to support this.
- Identifying any training and development needs and delivering training and resources to support targeted communities to deliver their plans.
- Developing and building on positive relationships with other organisations who are delivering community engagement activity in the area, including environmental NGOs, Local Authorities, and voluntary sector infrastructure bodies at the appropriate level.
- Supporting under-represented and disconnected groups within their local communities, working with them to enhance community cohesion and collaborative working.
- Using your specialist knowledge, work with community leaders and volunteers supporting us to deliver Team Wilder, to link them to our target communities and support the delivery of agreed actions.
- Championing the Team Wilder approach to create a movement for nature, sharing skills, experience, knowledge and learning about community organising and behaviour change science within Somerset Wildlife Trust, throughout the Wildlife Trusts movement, and with other organisations working in Somerset.
- Working with other team members to ensure community enquiries are filtered through our established channels and act as a point of contact for enquiries from the Central Somerset region.

Responsibility 3: Project Impact and reporting by

- Completing ongoing monitoring, reporting and evaluation of progress, recording activities and engagement using internal reporting procedures.
- Digitally literate and competent using various digital platforms to maintain records, communications and cross-team working, including SharePoint, Mailchimp, Facebook, Eventbrite and Microsoft teams.
- Use journaling and reflective practice methods to measure and report against organisational impact measures on a quarterly basis.
- Working with our communications team, develop and implement a communications plan that raises awareness of the 'Act to Adapt' project and its impact
- Representing SWT externally in meetings, in the media and by giving presentations to various audiences
- Assisting the Climate Change Adaptation Officer in sharing information and project developments with project partners in the UK
- Proactively providing 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 maximise their reach and impact.
- Completing external funding reporting and being mindful of any funding acknowledgement online, in comms and in all activities.
- Keeping effective records to evidence where there are gaps and needs within the community that can form the basis of future funding applications.
- Helping to ensure Team Wilder 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.

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 vulnerable adults involved in the project.
- To carry out other duties relevant to your post as reasonably required by your line manager.
- To reflect Somerset Wildlife Trust's 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>Degree or equivalent experience in a relevant field such as environmental science, geography, sustainability, climate change, community development, social science, or planning</p> <p>Qualification or equivalent experience in facilitation, community engagement, or participatory methods.</p> <p>Current full driving license and able to use own vehicle for work when necessary.</p>	<p>Qualification in climate change adaptation, sustainability, or environmental management</p> <p>Accredited qualification in Community Organising or Asset-Based Community Development</p> <p>Project management qualification or equivalent experience</p>
Experience/Knowledge	<p>At least two years' experience working with diverse communities, to deliver environmental actions or enabling people to take action.</p> <p>Understanding of climate risks and how they impact communities differently, including the links between climate vulnerability and social inequality</p> <p>In-depth knowledge and experience of community and stakeholder consultation</p> <p>Proven experience of developing and delivering inspiring and engaging events to take audiences beyond initial engagement and through to action.</p> <p>Experience of, and a commitment to, tackling the barriers that may exist to nature engagement and participation and the impact on diversity</p> <p>Experience of best Health & Safety and safeguarding practice, including writing risk assessments</p> <p>Experience of working collaboratively and in partnerships to achieve shared ambitions</p> <p>A good knowledge of Somerset's wildlife, geography, its communities and demographics.</p>	<p>Experience of effective line management of volunteers to help achieve positive outcomes</p> <p>Experience of project management from development through to delivery, including budget management</p> <p>Knowledge of community-led climate adaptation planning processes, including developing community Climate Adaptation Plans</p> <p>Understanding of local and national climate adaptation policy frameworks, including the National Adaptation Programme and Local Climate Impact Profiles</p> <p>Experience translating climate science and projections into accessible, actionable information for diverse community audiences</p> <p>Awareness of transformational adaptation principles and how community-led approaches contribute to systemic change</p>

		<p>Ability & knowledge of how to tackle the barriers that may exist to nature engagement and participation and the impact on diversity.</p> <p>An understanding of behavioural change and how to promote positive pro-environmental behaviours.</p> <p>Knowledge of safeguarding and working with children, young people and adults at risk</p>
<p>Skills</p>	<p>Good organisational skills working with volunteers and community groups.</p> <p>Ability to research, synthesise and communicate complex information to diverse audiences with a variety of knowledge baselines, including people already living with the impacts of climate change</p> <p>Ability to facilitate community conversations about climate change, including managing climate anxiety and supporting people to move from concern to action</p> <p>Ability to communicate community concerns and aspirations to technical audiences.</p> <p>Excellent interpersonal skills, able to listen, inspire, facilitate and negotiate to enable action.</p> <p>Excellent administrative, communication (written and oral), report writing, and IT skills e.g: Mailchimp, Zoom, Eventbrite and website content management systems for online engagement.</p> <p>Competent at providing a friendly face to people who may be encountering Somerset Wildlife Trust for the first time.</p> <p>Able to work across teams on shared programmes to deliver actions.</p>	<p>Creation and editing of video and other creative content.</p>

	Excellent impact and reporting skills, able to collect qualitative and quantitative data to feed into internal and external reporting and impact measurement.	
Attributes	<p>Passion and enthusiasm for wildlife, nature restoration & the aims of the Wildlife Trust.</p> <p>Self-motivated & resilient under pressure.</p> <p>Flexibility in working pattern, hours and location including working weekends and evenings when required for which TOIL is applicable.</p> <p>An enhanced DBS check is required for working with young people and adults at risk.</p>	An understanding of the work of the Wildlife Trusts and our ambition for Somerset.



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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 (SWT), 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 SWT 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.

Organisational Expectations:

- At Somerset Wildlife Trust we are committed to the belief that everyone is an individual irrespective of their age, race, gender, sex or religious belief. We aim to avoid unjustified discrimination on the grounds of age, gender reassignment, disability, ethnicity, marital status, religious beliefs, gender or sexual orientation. We strive to nurture an equitable environment where employees, volunteers, trustees and our service users treat people with respect and value everyone as an individual. We are committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

