

# Job Description

**Job Title:** Planting For Pollinators Project Officer - Skills and Training

**Weekly Hours:** 35 (until 31/03/2023)

**Based At:** Gosling Sike Farm, Houghton, Carlisle

**Reports To:** Planting for Pollinators Project Manager



**Cumbria**  
Wildlife Trust

## Job Purpose:

The Cumbria Local Nature Partnership has been awarded a grant from the Green Recovery Challenge Fund for a Planting for Pollinators Project. This project builds on our previous award-winning work for pollinators in Cumbria (Get Cumbria Buzzing), and will allow us to expand our geographic area, the range of habitat interventions and partnerships. The project is North Cumbria focussed and the purpose of this role is to provide ecological expertise to the project.

The purpose of the job is to deliver the skills and training based outcomes of the Planting for Pollinators project as detailed to the funders of the Green Recovery Challenge Fund.

## Special Features of the Role:

The project has created 8 FTE new and varied roles. We all recognise that if we are to achieve the restoration of nature at the level that is needed, environmental organisations cannot do it alone. We need more people (1 in 4) acting to look after nature in the places where we live. The roles within the project will therefore provide expertise and knowledge, skills and training, on the ground practical help with planting, and support in galvanising the community to ensure people themselves can act and inspire other to do the same.

## Main Responsibilities and Accountabilities:

Provide training and skills development for:

- Volunteers - the project will support a network of volunteer surveyors and recorders. You will identify their training needs and put training in place for them with the other members of the staff team.
- Young people and disability groups - you will support six groups during the project to utilise the Gosling Sike wildlife garden and plant nursery to learn horticulture and other skills as well as to maximise the benefit of their involvement for their own health and well-being. Formal training, such as AQA awards will be explored with these groups and the impact of this work on individuals will be monitored.
- Communities - the project will work with a number of parishes, churches and other communities to improve the spaces in the place where they live for pollinators. You will work with the project team to identify training for these communities that can be delivered on their own restoration sites and will provide the skills and knowledge they need to manage their sites in the future.
- General public - Gardens can provide important habitat for pollinators and there is increased interest from the public in planting for pollinators and improving gardens for wildlife generally. You will work with the project team to put a programme of activities together to enable people to learn about gardening for wildlife at home.
- Recorders - The project will facilitate people to record sightings of pollinators using an on-line app. You will work with the project team to establish if any specific ID training could support this outcome.

Support three entry level jobs for young people:

- You will recruit and manage three Entry Level Conservation Officers to the project. They will be in post for 12 months and during that time will undertake practical work on the 52 project sites, gain an understanding of managing volunteers, engaging the general public and running conservation days. You will manage their work plans and put personal development plans in place. Their training will be delivered within the partnership of the project, and will include:
  - Data collection, data management, how data is used and by whom.
  - Basic habitat assessment, basic species identification, survey methodology
  - Training for tool use, health and safety, risk assessments
  - Managing volunteers
  - Job searches, applications and interviews
- Towards the end of their employment with the project, you will support them in finding suitable continued employment ideally within the conservation sector.
- Monitoring project activity delivery in line with the Trust's and funder's requirements.
- Prepare regular reports in line with the Trust's and funder's requirements.
- Report to the project's steering group on a regular basis.

### **Supporting the Trust**

- Be proactive in increasing the Trust's membership.
- Raise the profile of Cumbria Wildlife Trust.
- Seek to raise increased funds for the Trust.
- Develop and participate in educational aspects of the Trust's work including events, guided walks and illustrated talks.
- Any additional duties as outlined in the Annual Work Plan.
- Any other duties that may reasonably arise from time to time.
- All tasks and responsibilities to be carried out in accordance with the Trust's policies and procedures.

**Date:** November 2021

## Green Recovery Challenge Fund

