



Terms and Conditions

Post Title: Nature North Farming Investable Propositions Project Officer

1. **Salary:** £17,668.20 per annum (£29,447 FTE) plus pension contribution of 9% (Year 1 - Grade 7.1) based on a 21 hour week. Annual increments of approximately 2% each year of years one to five, T&Cs apply.
2. **Duration of post:** Fixed term for 6 months.
3. **Hours per week:** 21 hours, usually worked between 9 am and 5 pm, 3 days per week between Monday and Friday. The role will require occasional evening and weekend work. For additional hours worked time off in lieu is given. The Trust operates a flexi-time policy.
4. **Holidays:** 33 days per annum, including public holidays. After 1 year's continuous employment with the Trust, employees are entitled to an extra day's holiday entitlement for each subsequent complete year of service, up to a maximum of 5 extra days. For employees working less than 35 hours per week, this entitlement is calculated on a pro-rata basis in relation to contractual hours.

The Trust has a Christmas close down and additional ex gratia holiday entitlement is given to employees to cover the period between Christmas and New Year.

5. **Place of work:** Remote / home working with regular travel required within the area covered by Nature North.
6. **Flexible working:** Cumbria Wildlife Trust adopts flexible working practices. Some home / flexible working will be available in line with the needs of the role.
7. **Applications:** Completed application forms should be returned with a cover letter as a separate attachment outlining the candidate's suitability for the post and emailed to Stephh@naturenorth.org.uk

Postal applications should be returned to Claire Shepherd, HR Manager, Cumbria Wildlife Trust, Plumgarths, Crook Road, Kendal, Cumbria, LA8 8LX.

Only short-listed candidates will be contacted. If you have not heard anything within 14 days of the closing date, please assume your application has not been successful.

8. Closing date for applications is **09:00 am on Friday 9th May 2025**
9. Interviews will be held on **either 15 or 16 May 2025 online by Microsoft Teams**
10. Applicants shortlisted for an interview will be asked to declare any convictions, cautions, reprimands or final warnings that are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).



The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website: www.gov.uk/government/organisations/disclosure-and-barring-service.

11. Any role related queries should be directed to Steph Hepworth (Nature North Development Manager) at Stephh@naturenorth.org.uk