

Job Description

Job Title:	Wilder Hadrian's Wall - Development Officer
Hours:	Initial 18-month fixed-term contract. Part-time, 17.5 hours a week.
Salary:	£14,723.50 per annum (Grade 7.1) - £29,447 FTE) + pension contribution of 9%
Based At:	Flexible: Cumbria Wildlife Trust northern office Gosling Sike, Houghton, Carlisle. Some home / flexible working will be available in line with the needs of the role, including desk space available at Northumberland Wildlife Trust's office in Gosforth, Newcastle. Frequent travel throughout the Cumbria/Northumberland/Scotland border area will be required. Due to the nature of the role, the post holder may be required to undertake occasional evening and/or weekend working, for which <i>time off in lieu</i> is available through the Trust's flexi-time arrangements.
Reports To:	The role will be line managed by the Wilder Hadrian's Wall Development Manager at Cumbria Wildlife Trust. Wilder Hadrian's Wall is a joint initiative between Northumberland and Cumbria Wildlife Trusts and it will be supported by a management group that will include senior representatives from both Trusts and project staff.
Responsible For:	Allocated tasks from the work programme, supervision of student placements and volunteers.

Purpose of the Role

Working as part of a small team, the purpose of the role is to identify and carry out initial scoping, planning and development of projects that will drive the creation of a nature recovery network along the Hadrian's Wall corridor. These projects will form part of a future delivery programme for the Wilder Hadrian's Wall initiative. The role will involve supporting the Development Manager to identify and engage stakeholders and influencers in the corridor.

Special Features of the Role

The Wilder Hadrian's Wall is a joint initiative between Northumberland and Cumbria Wildlife Trusts so this role will cover the entire Hadrian's Wall corridor, although there will be a focus on areas with gaps in current/planned delivery. It will be important however, to ensure that any projects identified link with and compliment similar work already happening, both within and adjacent to the corridor.

Main Responsibilities and Accountabilities

Engaging stakeholders and influencers:

- Support the Development Manager to identify and engage stakeholders and influencers and through them promote & strengthen collaborative working, build consensus and align approaches to the delivery of nature recovery.

Develop a shared vision for a Wilder Hadrian's Wall Strategy with a pipeline of projects:

- Support the Development Manager in developing a shared strategy that will drive the creation of a nature recovery network. Research and identify potential long-term funding streams, establish a pipeline of projects and identify future monitoring, evaluation and reporting needs.
- Working as part of a small team:
 - Utilise existing data sets, including data arising from Local Nature Recovery Strategies where available, to establish a robust baseline, enabling prioritisation of areas of focus.
 - Identify the key landscape-scale issues and current drivers/barriers of change (e.g. climate change & agri-environmental policy) and utilise existing evidence and input from other organisations, groups and individuals to map their likely impacts.

Working with project partners, including organisations, landowners and land managers, assess baseline site conditions and scope out opportunities for nature recovery projects. This will involve ground-truthing existing data through site visits and exploring options for habitat enhancement and/or creation with the relevant stakeholders.

- Keep thorough records of site visits and prepare reports of findings to feed into the development of a pipeline of nature recovery projects
- Support the creation of an opportunities/priorities map for the programme area and identify appropriate mechanisms to enable delivery.

Operation activity:

- Supervise placements and volunteers.
- Monitor workflows, ensuring delivery is to schedule and on budget.
- Where appropriate, ensure data and mapping collected via the initiative's activities are shared with Local Record Centres and contribute to Local Nature Recovery Strategies.

Communications and promotional activity:

- Contribute to a wide range of external communications and events to promote the Wilder Hadrian's Wall initiative and work programme (e.g. media activity, talks, blogs, seminars, webinars, conferences etc) and its activities to a wider public audience.
- Help maintain a programme webpage and any appropriate social media activity in support of the work programme according to the available resources.

Other:

- Be proactive in increasing the Trust's membership.
- Raise the profile of Cumbria Wildlife Trust and Northumberland 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 are to be carried out in accordance with the Trust's policies and procedures.

Date: August 2025

Person Specification

Role: Wilder Hadrian's Wall - Development Officer

1. Qualifications & Experience

The post holder will be expected to have qualifications and recent and relevant experience in the following areas:

		Essential	Desirable
1.	Recent relevant experience in a similar role and/or qualification in a related subject.	•	
2.	A strong understanding of nature conservation and land management.	•	
3.	Experience in botanical and habitat identification.	•	
4.	Good understanding of one or more of the following: Farming and wildlife; ecology and environmental management; nature and wildlife; nature restoration and recovery; volunteering; local community activity; nature, health and wellbeing; access; project management and delivery;	•	
5.	Using an evidence base to inform plans and policies. Monitoring and evaluation techniques.	•	
6.	Experience working with both rural and urban communities.		•
7.	An understanding of the 'landscape' of environmental organisations and their roles across the public, private and third sectors.		•
8.	Understanding of Local Nature Recovery Strategies.		•
9.	Understanding of emerging green finance mechanisms.		•

2. Knowledge & Skills

The post holder will have the following knowledge and skills:

		Essential	Desirable
1.	Familiar with using G.I.S, data collation and entry.	•	
2.	Knowledge of environmental assessment and ecological surveying.	•	
3.	Working in partnership with others.	•	
4.	Strong planning and project management skills.	•	
5.	Resilient, good time management skills and an ability to prioritise and work under pressure to agreed deadlines.	•	
6.	IT literate, particularly MS Word, Excel, Outlook and social media.	•	
7.	Familiar with Hadrian's Wall Corridor in Cumbria & Northumberland.	•	
8.	Knowledge and understanding of equality, diversity and inclusivity.	•	
9.	Influential and effective communicator – both written and oral.	•	

3. Personal qualities

The post holder should possess the following:

		Essential	Desirable
1.	Passionate about the natural world.	•	
2.	Self-starter with an ability to work alone and as part of a team.	•	
3.	Ability to work with a wide range of partners from different sectors and local communities.	•	
4.	Well-organised and practical; solutions-focused.	•	
5.	Approachable and friendly manner.	•	
6.	A clean driving licence and own vehicle available for business use or alternative means of travelling around the project area as required.	•	