

Terms and Conditions

Post Title: Senior Peatland Conservation Officer

1. **Salary:** £36,272 per annum, plus pension contribution of 9% (Year 1 - Grade 6.1). Annual increments of approximately 2% each year of years one to five, T&Cs apply.
2. **Duration of post:** Permanent. All employees new to Cumbria Wildlife Trust undertake a probationary period of 6 months, during which time they are expected to establish their suitability for the post.
3. **Hours per week:** 35 (part-time hours will be considered, with a minimum of 16 hours per week) Normally worked between 9.00 a.m. to 5.00 p.m, Monday to Friday / some out of hours work and weekend work will be required, for which 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 part-time hours, holidays are calculated pro-rata.

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:** Cumbria Wildlife Trust offices at Plumgarths, Crook Road, Kendal, Cumbria, LA8 8LX; however, there will be the flexibility to work from home and other Trust premises when required. There will also be some on-site work involved.
6. **Flexible working:** Cumbria Wildlife Trust adopts flexible working practices. Some of the duties of this post may be capable of being performed remotely by mutual agreement.
7. **Applications:** Completed application forms should be returned with a covering letter as a separate attachment, outlining the candidate's suitability for the post. Completed applications should be submitted to admin@cumbriawildlifetrust.org.uk.

CV's will not be considered, and applications received after the deadline will also not be considered.

Postal applications should be posted to Claire Shepherd, HR Manager, Cumbria Wildlife Trust, Plumgarths, Crook Road, Kendal, Cumbria, LA8 8LX or by email to

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 **9.00 am Monday 11 May 2026**
9. **Interviews** will be held on **Tuesday 19 May 2026** at our Headquarters in Kendal

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 enquiries should be directed to Susie Webb (Peatland Team Manager at Cumbria Wildlife Trust) Susiew@cumbriawildlifetrust.org.uk