

Job Description

Job Title: Peatland Conservation Officer

Weekly Hours: 35 hours per week

Based At: Plumgarths, Kendal

Reports To: Peatland Team Manager

Job Purpose:

Working as part of Cumbria Wildlife Trust's peatland team the purpose of the job is to facilitate the delivery of the Trust's work in relation to peatland restoration, both on lowland raised bogs and on remote upland sites (only accessible on foot). The role will include leading the delivery of the following activities:

- Planning and managing all aspects of contracts relating to peatland restoration work, sometimes across multiple projects.
- Undertaking site surveys to identify vegetation and peatland erosion features.
- GIS mapping of survey results.
- Installation of monitoring equipment to establish baseline hydrological and peatland data for restoration sites.
- Completion of vegetation quadrats to establish baseline vegetation for restoration sites.
- Any other tasks required of you to support the work of the team, including supporting placement students, apprentices and volunteers.

Special Features of the Role:

Cumbria Wildlife Trust is part of the Cumbria Peat Partnership (CPP), a group of stakeholders with an interest in peatland habitats in Cumbria. The Partnership works collaboratively to develop and deliver peatland projects for landowners across Cumbria. As a Peatland Conservation Officer, you will work with these partner organisations and be occasionally required to attend CPP meetings and report to it alongside the other members of the peatland team. The focus of your role may vary depending on project requirements.

Main Responsibilities and Accountabilities:

- Using remote data, map peatland erosion features on GIS.
- Ground surveys of peatland sites to include mapping habitat and erosion features and collection of data required for green finance options such as the Peatland Code.
- Design and implement monitoring plans and undertake hydrology and vegetation surveys.
- Managing project survey data within GIS systems, ensuring data is available to partner organisations and funders as requested.

- Develop and implement restoration plans through close collaboration with landowners, partners, and local/national authorities.
- Restoration contract management including tendering work, contract preparation and overseeing contractors on site.
- Delivering practical management work parties on peatland sites with volunteers and partners.
- Liaise with statutory bodies to secure consents and permissions and organise any additional necessary assessments such as Historic Environment Assessments.
- Support the Peatland Team Manager in reporting to project partners and funders and developing new project proposals.
- Promote the Trust's peatland work through use of social media, the Trust website, writing articles for Trust publications, delivering internal and external presentations and participating in public events.

In addition to the above you may be required to assist the rest of the team in other aspects of work within the Trust's Nature Recovery Department, for example helping to report to funders and organise grant claims.

Key relationships

The following are the key relationships associated with this job:

- Landowners
- Contractors
- Natural England
- Environment Agency
- Volunteers

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 Programme.
- 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.

June 2026

Person Specification

Post: Peatland Conservation 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.	Conservation experience gained working within a recognised conservation organisation in a professional or voluntary capacity	•	
2.	Direct experience delivering all aspects of peatland restoration from initial survey to overseeing contractors, preferably on upland sites	•	
3.	Experience of ecological surveying and biological recording	•	
4.	Basic mapping using G.I.S. systems	•	
5.	Experience in upland walking in hills and mountains	•	
6.	Liaising with landowners	•	
7.	Researching, evaluating and communicating environmental information		•
8.	Partnership working with a wide variety of organisations		•
9.	Experience in presenting information orally and in writing to a variety of audiences.		•
10.	Experience in using mobile mapper devices for data collection		•

2. Knowledge & Skills:

The post holder will have the following knowledge and skills:

		Essential	Desirable
1.	Good understanding of the principles and techniques involved in peatland restoration	•	
2.	Peatland habitats and their management	•	
3.	Organise and prioritise work effectively, often to tight deadlines, and monitor outcome	•	
4.	Focus on tasks and take them through from conception to completion	•	
5.	Identification of common upland bird and plant species	•	
6.	Full driving licence and access to a vehicle.	•	
7.	Manage data on G.I.S.		•
8.	Understanding of current agri-environment system		•
9.	Research, analyse and interpret information		•
10.	Policies, legislation and organisations affecting UK wildlife		•

3. Personal Qualities

The post holder should possess the following:

		Essential	Desirable
1.	Ability to maintain high levels of enthusiasm and self-motivation	•	
2.	Ability to work well on their own initiative and cooperatively as part of a team	•	
3.	Ability to be flexible and respond to changing situations	•	
4.	Tact and diplomacy	•	
5.	Ability to work effectively under pressure	•	
6.	A strong affinity with wildlife/wildlife habitats	•	
7.	Ability to work safely and remotely on upland sites in often poor weather conditions.	•	
8.	Ability to disseminate complicated information clearly and concisely to wider audiences.		•