



Cumbria
Wildlife Trust



Recruitment pack

About Us

Cumbria Wildlife Trust cares passionately about Cumbria's wildlife and wild places – we're here to put wildlife back into our lives, landscapes and seascapes and to make Cumbria a wilder county. We're working hard to make more space for nature in Cumbria and create a nature recovery network on land and in the Irish sea.

We restore and connect wild places, work with nature to help tackle the climate emergency and other societal issues – and support people taking local action for wildlife.

The Trust is an independent conservation charity but is also part of the UK-wide federation of 46 individual Wildlife Trusts. Collectively, we believe that 'we need nature and nature needs us'. With more than 900,000 members and 2,300 nature reserves, The Wildlife Trusts is the largest UK voluntary organisation dedicated to conserving the full range of the UK's habitats and species.

Founded in 1962 and supported by thousands of members and supporters, Cumbria Wildlife Trust cares for 41 nature reserves. We campaign for the protection of wildlife habitats across the county and deliver habitat and species restoration programmes on other people's land. Current priority areas include securing the protection and management of sensitive marine areas in the Irish Sea; and the restoration of becks, rivers and large water bodies; peatlands, species-rich grasslands (including Northern Dales Hay Meadows, limestone pavements and road verges), native woodlands (especially the conservation and recovery of Temperate Rainforests) as well as a broad range of species conservation programmes including white-faced darters, pollinators and red squirrels.

The Trust runs extensive events and education programmes for people of all ages to discover, enjoy and understand the importance of the natural world. We work closely with individuals and local communities to improve access to nature – and to encourage and support more people taking action for wildlife and the environment where they live.

We work with and through other people and our dedicated team of skilled and professional staff work closely with volunteers, partners and thousands of supporters: together we're creating a wilder future for Cumbria. We support and facilitate a number of key partnerships and work with a wide range of partners from diverse sectors and backgrounds.



OUR VISION

Cumbria Wildlife Trust's vision is for a Wilder Cumbria where:

- the natural world is thriving on land and at sea
- everyone is closer to nature and inspired to take action for nature's recovery and,
- abundant wildlife and healthy resilient natural habitats play a valued role in addressing the climate and for ecological emergency

WHAT WE DO

Our mission is to bring wildlife back to Cumbria and bring people closer to nature.

Our four strategic aims are to:

- Engage people in the natural environment with 1 in 4 people taking action for nature.
- Create a nature recovery network on land and sea covering 30% of the county by 2030.
- Deliver Nature-based solutions.
- Continually improve the way we manage ourselves and become ever more effective in securing resources to ensure we maximise the outcomes we deliver for people and wildlife in Cumbria.

Our Values

1. Love for Cumbria and its nature

We're rooted in Cumbria and its communities: the people, the place and our natural environment. Our love for nature is at the heart of our work.

2. Taking action

We seek radical change and bold-thinking to make a positive difference through taking action for people and wildlife in Cumbria.

3. Passionate about our cause

Everything we do is driven by our desire to make the World a better place. We work enthusiastically and with purpose in taking action to make Cumbria a better place for wildlife and people.

4. Working together

We are committed to achieving our vision for Cumbria with and through other people. We work with everyone and seek to find common ground with others.

5. Inclusion and Diversity

We champion inclusion and diversity within our organisation and local communities. We accept that difference, competition and conflict exist, but we work openly, collaboratively and with tolerance.

6. Integrity

We are committed to upholding high standards of integrity and honesty in the way we work.

7. Respect and fairness

We work with respect for nature, respect for each other and respect for other people.

Employee Benefits

- Competitive salary
- 35-hour working week
- Flexible working and Time off in lieu available to all employees, worked around the Trust's core hour system
- Highly flexible hybrid-working arrangements whenever possible
- Generous defined contribution pension scheme of up to 9% Employer contribution (with 4% employee contribution)
- 30 days leave allowance plus 3-4 ex gratia Concessionary Days per year over the Christmas period (and 1 extra day holiday per year relating to length of service, to a maximum of 35 days)
- Additional leave purchase scheme, up to 2 weeks pro-rata
- A wide range of learning and development opportunities including induction, job specific training, personal development, e-learning as well as on the job learning
- 24-hour Employee assistance programme
- Support from Mental health first aiders
- Non-contributory Life Assurance scheme
- Opportunities to network and participate in The Wildlife Trusts movement at a regional and national level
- Access to the use of a shared car pool for work travel
- Sabbatical opportunities
- Enhanced maternity pay



Other important information

Cumbria Wildlife Trust celebrates diversity and we are committed to equality, diversity and inclusion in all aspects of our recruitment, selection and work.

Cumbria Wildlife Trust takes its responsibilities for Safeguarding extremely seriously. Please [click here](#) to read our statement of commitment. The Trust is committed to a safe recruitment process to help us attract and appoint the right staff according to the requirements of each role. We will not accept applicants who are not suitable to work with children, young people or vulnerable adults. Certain roles may additionally be subject to a DBS (Disclosure and Barring Service) check.

In order for Cumbria Wildlife Trust to work effectively, you may be required to assist with other areas of work and therefore you should be prepared to undertake other duties appropriate to the post and any other reasonable duties required.

All staff are ambassadors for the organisation, both internally and externally, and are always expected to act in a professional manner.

Everyone is required to abide by organisational rules, policies and procedures as laid down in the staff handbook, adopt environmentally-friendly working practices, set and maintain high personal standards of efficiency and customer care and foster a 'can do' culture based on ownership, initiative, teamwork and the exchange of information.

