Recruitment Information
Planning & Advocacy Manager
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Help us deliver our vision for a wilder Suffolk

This is an exciting new role sitting within our Conservation department. Through your work, you will challenge, inform, inspire and enable others to play their part in restoring the abundance of nature in Suffolk.

We have strong leadership, a talented team of staff and volunteers and a Board of Trustees committed to achieving the very best for wildlife and for the people of Suffolk.

Suffolk Wildlife Trust has much to be proud of and much to be excited about. From the delivery of our ambition to create a landscape-scale Broadland nature reserve at Carlton Marshes, to our ground-breaking wildling reserves at Black Bourn Valley and Arger Fen, we have consistently set benchmarks, helping turn around the decline in Suffolk’s wildlife.

However, although we have made great strides to safeguard the wildlife of this wonderful county, there is much still to do. Our strategic framework recognises that a wilder Suffolk relies on everyone doing their bit for nature. We are in no doubt that reaching out to more people within our county is fundamental to long term success.

The Planning and Advocacy Manager will play a critical role in our ambition to extend our reach and deliver more for wildlife across Suffolk. You will work across the department leading on our strategic input into large and significant planning work, leading on advocacy with key stakeholders such as local planning authorities as well as leading exciting campaigns where we need to raise the profile of nature and wildlife in the county.

We are looking for someone with integrity, a commitment to help wildlife and a positive outlook to play a key role in helping to protect our very best sites, help our rarest species and to deliver Biodiversity Net Gain – vital areas of work to help nature recover.
Suffolk Wildlife Trust is the county’s nature charity – the only organisation dedicated wholly to safeguarding Suffolk’s wildlife and countryside.

Founded in 1961 Suffolk Wildlife Trust has been leading conservation efforts in Suffolk and safeguarded some of the county’s most important wildlife areas as nature reserves.

• We are supported by 28,000 members and 1,300 volunteers.
• We care for nearly 8,000 acres of Suffolk’s most precious habitats in our 50 nature reserves.
• We advise planners, landowners, communities and individuals on improving land for wildlife - to create wilder landscapes where nature can thrive and once-common species can move out of protected sites through networks of linked up habitat.
• All our nature reserves are free for everyone to enjoy and our 7 Wild Learning centres provide opportunities for all ages to discover, explore and learn about the natural world. Each year more than 60,000 people are involved with a wildlife activity organised by the Trust and many more enjoyed our nature reserves independently.
• We have a dedicated team of 12 Trustees and more than 70 members of staff.

Suffolk Wildlife Trust is proud to be part of The Wildlife Trusts – a UK federation of 46 individual Wildlife Trusts managing more than 2,300 nature reserves and with 850,000 members.
Suffolk Wildlife Trust is here to enable everyone to play their part in restoring Suffolk’s wildlife and wild places.

Our nature reserves are places of tranquillity and ‘naturalness’ where people can connect with wildlife. Our management principles reflect this, by favouring natural processes that create complex habitat mosaics and offer the best opportunities for wildlife.

Beyond our reserves, Suffolk’s wildlife is under pressure from intensive agriculture, new development and coastal change. We are working with landowners to influence the management of the wider countryside for wildlife. Future predicted climate change is likely to further impact on species and habitats, so we are working to create a more resilient countryside, with better, bigger and more joined up spaces for nature to enable wildlife to adapt to these changes.

We believe life with nature is good for us all and that society will care more and do more to help if people feel connected to nature. So, through our wide-ranging learning activities and the visitor experience we create at our centres we are striving to make nature part of everyday life, for everyone.

Our values reflect this:

- We will lead by example and always act in the best interests of wildlife
- We will secure a future for wildlife in Suffolk by connecting people to nature
- We will make a difference by inspiring & empowering local action for wildlife
- We are a learning organisation. We will be gutsy and embrace new ideas to achieve our vision
OVERALL PURPOSE OF THE ROLE

Suffolk Wildlife Trust’s vision is a wilder Suffolk, where nature is thriving and abundant, because everyone is doing more to help. Enabling others to play their part in nature’s recovery is central to the Trust’s approach and this role reflects this.

This is an exciting and challenging new role working within the Conservation Department and was created with a recognition that we needed to increase our capacity and ability to work with and influence key stakeholders and developers in light of the Environment Act and the Dasgupta Review.

You will work with the County Council and Local Authorities to help them meet their commitments under the act, create traction via Biodiversity Net Gain (BNG) as well as working with the Wilder Landscapes Manager to help develop a robust Nature Recovery Network (NRN) across Suffolk.

You will provide leadership on our commitment to ensuring planning and development does not impact on protected sites or on nationally and regionally significant populations of protected species. Leading on specific Nationally Significant Infrastructure Projects (NSIP) developments, you will ensure they deliver on BNG and add positively to the NRN.

The role will head up campaigns to protect Suffolk’s wildlife in the face of threats such as from development and pollution and you will be one of the public faces and voices of the Trust, to stand up for nature that is under threat.

MAIN RESPONSIBILITIES

Lead on our approach to strategic planning documents and key planning applications

- Ensure your team fully reviews and provides effective responses to all Local Plan consultations
- Embed the principle of Biodiversity Net Gain (BNG) in Local Plans
- Create a clear framework on where we focus our planning effort and effectively communicate this to key stakeholders
- Help the Ecology & Planning Advisers prioritise, responding to relevant planning applications that pose a risk to key habitats and species, to conserve and enhance biodiversity;
- Seek opportunities to deliver BNG through specific key, planning applications, giving advice on habitat creation.

Lead the Trust’s input into National Significant Infrastructure Projects (NSIPs)

- Critically assess NSIPs through the Mitigation Hierarchy
- Advise on mitigation for major infrastructure developments to ensure significant impacts are avoided
- Ensure BNG is delivered in an effective and appropriate way
Represent the Trust at external stakeholder meetings
- Contribute to the Suffolk Planning and Biodiversity Support Group’s input to Local Planning Authorities
- Provide targeted technical support to Planning Authorities, always looking to raise the profile of biodiversity

Line manage the Ecology Planning Advisers
- Provide leadership and direction to ensure a balanced work programme that deliver on the Trust’s strategic aims
- Support them in delivery of specific planning responses
- Help manage workloads and retain prioritised focus of effort
- Encourage professional development across the role
- Work closely with the Consultancy Manager to ensure technical support to the consultancy at approximately 2 days a week

Help develop and support on specific campaigns
- Working with the Head of Conservation and Communications Manager, identify key threats to Suffolk’s wildlife, such as large developments and raise the profile via a variety of media streams and communication with Trust members

OTHER RESPONSIBILITIES
- Work closely with colleagues in Suffolk Wildlife Trust’s Wilder Landscapes team to deliver complementary initiatives across all our areas of work, such as future BNG workstreams.
- Work with colleagues across Suffolk Wildlife Trust to support our ambition to mobilise community action into a countywide movement for nature – Team Wilder.
- Be an ambassador for Suffolk Wildlife Trust in a friendly, professional and well-informed manner at all times
1. Experience and qualifications

The following would be an advantage:

- Evaluating planning applications and producing coherent responses to protect wildlife that might be impacted.
- Leading responses to NSIPs and working closely with local planning authorities.
- Responding to local plans and embedding the need to protect biodiversity.
- Working with external organisations to deliver conservation outcomes.
- A good knowledge of wildlife legislation such as protected sites and species.
- Experience of working in a range of habitats.
- Ability to assess habitat condition and write professional reports.
- Full driving licence.
- Experience in contributing to campaigns related to wildlife impacts.
- Planning and delivering training events.
- Line management of staff.

2. Knowledge

- Wide ranging knowledge of habitat management techniques and approaches.
- Broad ecological and natural history knowledge.
- Knowledge of safe working practices.
- Specialist knowledge of species or groups of conservation priority.
- Knowledge of QGIS mapping software is desirable.

3. Skills and abilities

- Excellent inter-personal and communication skills.
- Confident, with an ability to put forward the case for wildlife protection when under pressure.
- Good organisational, administrative, IT and time management skills.
- A self-starter, with an ability to work alone effectively.
- Good formal writing style.
- Experience of social media, writing blogs and news articles would be desirable.

4. Behaviours

- Self-motivated, self-reliant, and capable.
- Personable, polite, and engaging demeanour with the public and staff.
- High level of enthusiasm, self-discipline, and initiative.
- Always takes pride in professional conduct and represents SWT in the best light.
- Practical approach to problems, and ability to problem solve.
- Commitment to environmental issues and a passion for wildlife.
- A willingness to learn and to progress personal professional development.
Wild Tots group

The role will be based at Brooke House, Ashbocking, Ipswich. IP6 9JY. Regular travel across Suffolk will be required.

The post is permanent with a standard working week of 37.5 hours. Evening and weekend activities are likely to be necessary to fulfil the requirements of the role.

Salary in the range of £32,000-£34,000

A Pension Scheme is available with 8% employer’s contribution.

Annual Leave entitlement is 31 days including Bank Holidays.

Suffolk Wildlife Trust is an equal opportunity employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender identity, religion or belief, marital status, or pregnancy and maternity.

The countywide nature of this role means a full driving licence is required.

To undertake this role, you must be free to remain and take up employment in the UK with no current immigration restrictions.
How to apply

Your application should consist of a covering letter addressing the following questions along with a CV:

1. Please outline how your experience, knowledge and skills meet the requirements of the person specification for the role and use examples to illustrate this. (800 words max)

2. In your view, what are the two main threats to Suffolk’s wildlife as a result of development and how should we ensure that wildlife does not lose out? (500 words max)

3. Why you want this role (400 words max)

- Please send your email to: ben.mcfarland@suffolkwildlifetrust.org
- Closing date for applications is 6th August.

If you have any specific questions about the role, please contact Ben McFarland

Thank you for your interest in Suffolk Wildlife Trust