



Suffolk
Wildlife Trust

Wildlife Pond Adviser



Water Vole

Credit: Tom Marshall

The Wildlife Pond Adviser Opportunity

This is an exciting opportunity for a suitably qualified and enthusiastic Wildlife Pond Adviser to join Suffolk Wildlife Trust's Wilder Landscapes Team at a pivotal time for nature recovery across Suffolk.

In the decade to 2030, we are committed to scaling up our activities across the county, to bring nature back to Suffolk. Our aim is for 30% of our county to be connected and well looked after for nature by 2030, so that our species and habitats can recover and thrive – and for 1 in 4 people to be actively helping to achieve this.

As the Pond Adviser, the post holder will support delivery in the wider landscape of a significant number of pond restorations and creations to support a wide range of wildlife. Delivering on our mission to increase the area of Suffolk well managed for nature, and specifically towards our target of restoring 500 ponds by 2030. Your clear expertise and enthusiasm for ponds and the ecosystems they support with enthuse others to take up our mission and ensure that we deliver beyond our initial engagements. You will work as an integral part of the Wilder Landscapes Team, reporting to the Senior Farm Adviser, with farmer engagement forming a core part of your delivery portfolio.



Turtle Dove

Credit: Bill Baston

To succeed in this role, the post holder will have a strong understanding of pond wildlife, pond restoration and associated habitat management. You will be a confident and credible communicator, able to build productive relationships with farmers, landowners, partners and other stakeholders, influencing and supporting them to take practical action for nature by creating or restoring ponds.

The successful candidate will be self-motivated, organised, a good communicator and able to work independently while contributing effectively to a wider team. They will be passionate about nature recovery, enthusiastic about engaging with people and committed to helping deliver Suffolk Wildlife Trust's vision of creating a more connected, resilient and wildlife-rich landscape across the county.

This is an opportunity to make a lasting impact on nature recovery across Suffolk, working directly with the farming community to create healthier, more connected landscapes for wildlife. You'll join a passionate and dedicated team committed to delivering meaningful conservation outcomes and helping advise the team in relation to ponds.

The Pond Adviser will line manage and supervise the seasonal eDNA surveyors & volunteers during the pond surveying season (April to June each year).



Broad-Bodied Chaser

Wilder Landscapes Team

The Wilder Landscapes Team is a key function of the Wildlife & Recovery Directorate at Suffolk Wildlife Trust with ambitious plans to bringing nature back to Suffolk. While the Trust's nature reserves play a vital role in protecting wildlife, nature recovery on the scale needed cannot be achieved through reserves alone. The Wilder Landscapes Team works beyond our reserve network, partnering with farmers, landowners, communities, businesses and local authorities to create larger, better connected landscapes where wildlife can thrive.

The Wilder Landscapes Team provides practical conservation advice and support across a wide range of habitats, helping to protect, enhance and restore land for nature. This includes working with farmers on wildlife-friendly land management, supporting County Wildlife Sites and Private Nature Reserves, improving rivers and wetlands, developing community-led conservation projects and identifying opportunities to create more joined-up habitats across Suffolk.

A key focus of the team is driving innovation in conservation through developing landscape-scale projects ([see our website for more information on our landscape recovery projects](#)) and securing investment through initiatives such as Biodiversity Net Gain, carbon markets and private finance.





Pond Restoration

About Suffolk Wildlife Trust

Suffolk Wildlife Trust is the county's nature charity, protecting and restoring Suffolk's wildlife.

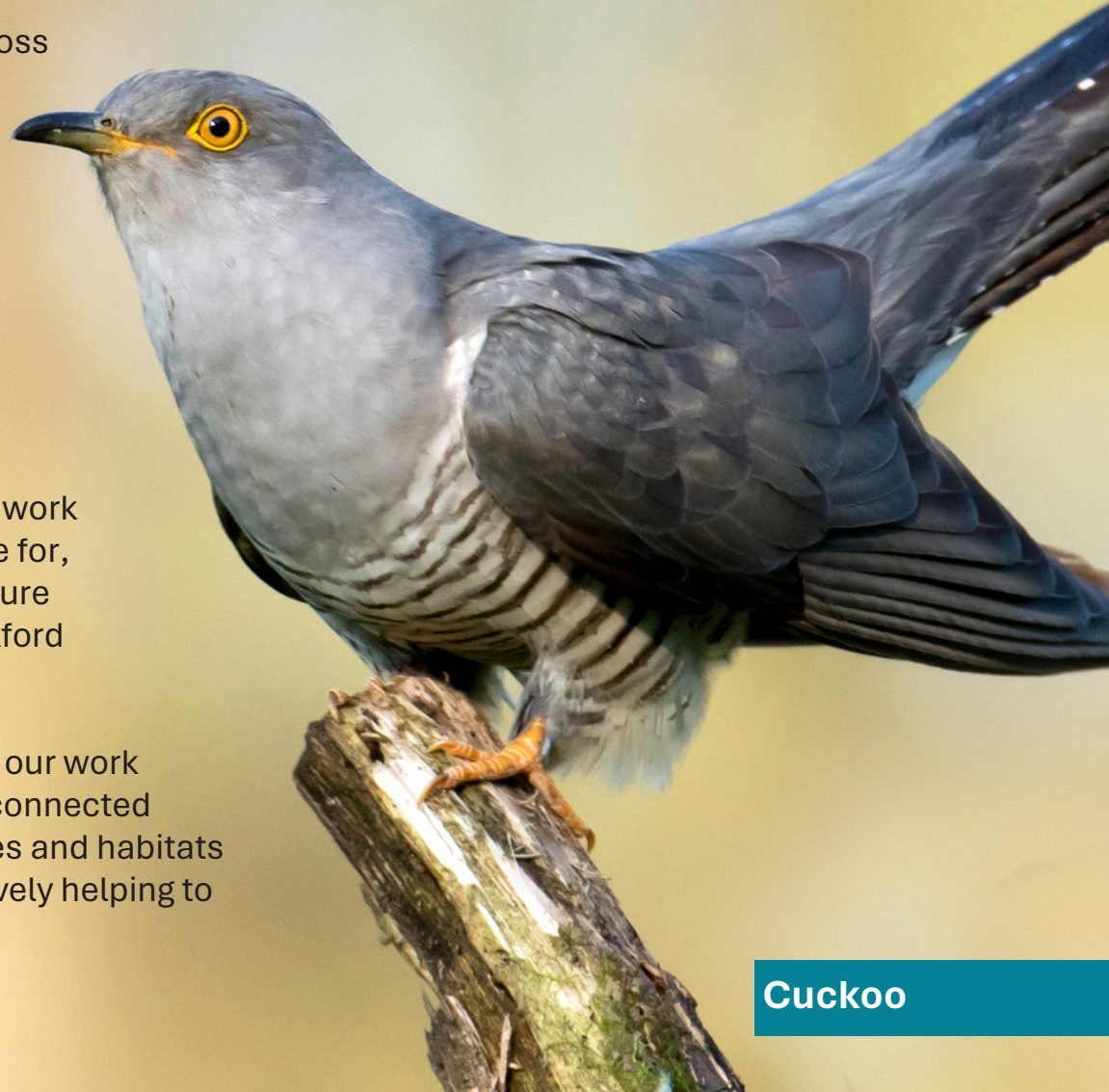
Founded in 1961, we have led conservation efforts across Suffolk for more than 60 years, safeguarding some of the county's most important wildlife areas as nature reserves.

Our Mission: Bringing Nature Back to Suffolk

Our Vision: A wilder Suffolk, where nature is thriving and abundant, because everyone is united in valuing nature and doing more to help.

As a grassroots organisation, we deliver our ambitious work by inspiring people & empowering communities to care for, and act for, nature. Alongside this, we manage 50+ nature reserves & two visitor centres (Carlton Marshes & Lackford Lakes) and we advocate for wildlife across the county.

In the decade to 2030, we are committed to scaling up our work across the county. Our aim is for 30% of Suffolk to be connected and well looked after for nature by 2030, so that species and habitats can recover and thrive, and for 1 in 4 people to be actively helping to achieve this.



Cuckoo

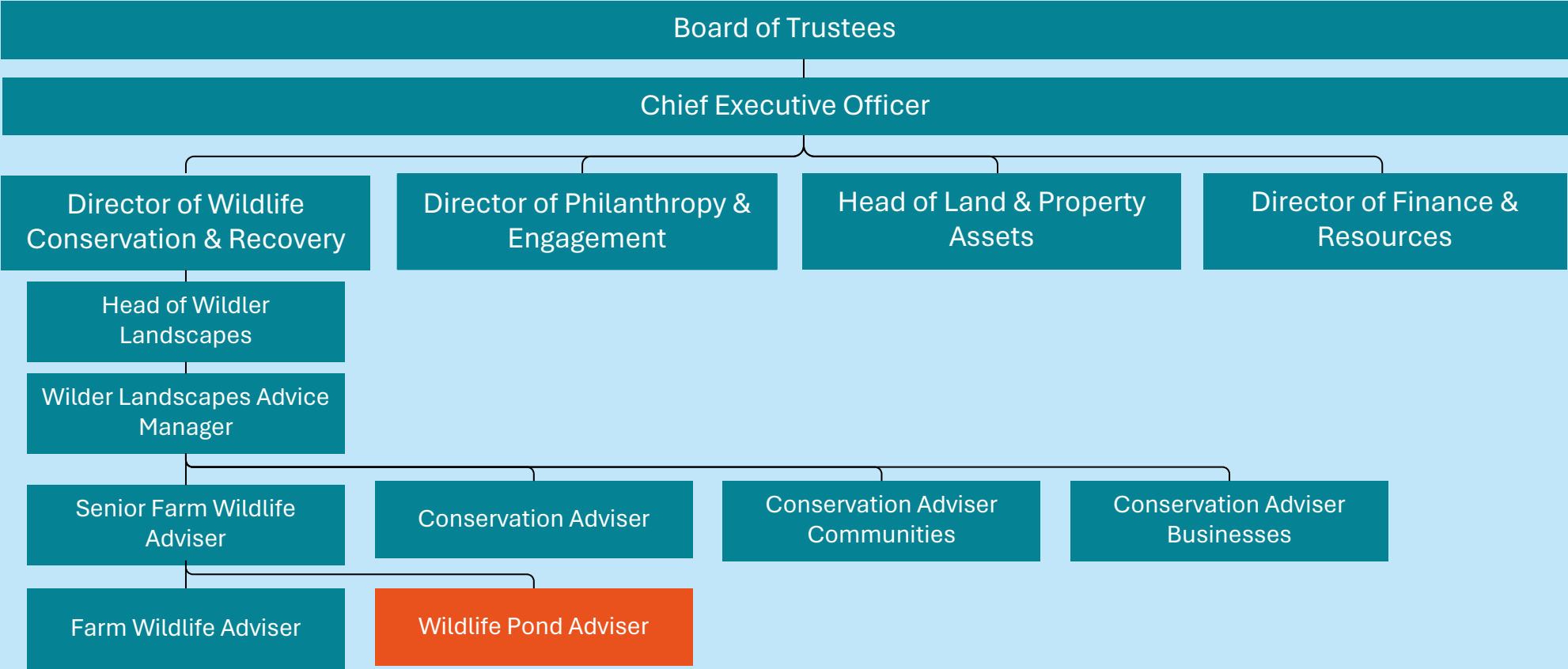
Suffolk Wildlife Trust is an organisation that makes a difference.



We are a registered charity with a Board of Trustees, 1,300 volunteers & 28,000 members. We are part of The Wildlife Trusts – a UK federation of 46 local Wildlife Trusts through the UK that together has a powerful collective voice with over 850,000 members & caring for more than 2,300 nature reserves.



We employ around 100 staff across 15 departments, organised within three main directorates. Each directorate is led by a Director, and each department has an Operational Lead who provides leadership for a key area of activity.





Suffolk
Wildlife Trust



Our Beliefs, Values & Culture

At Suffolk Wildlife Trust, our organisational culture matters to us. It enables us to achieve more for wildlife and it shapes how we work together every day. Your job description explains the three key areas of focus for your role. What is equally important is how you do it. We are a gutsy organisation - we show courage, determination & spirit - learning from experience & embracing new ideas. We are driven by our shared beliefs, organisational values & passion to achieve more for nature and by supporting each other - staff & volunteers - to be the best we can to deliver for nature.

Our Beliefs Anchor Us

Everything we do, and how we do it, is anchored in our fundamental belief in the natural world.

We believe:

Nature has value in its own right.

We all share a responsibility for nature.

Society thrives when nature thrives.

Our Values Guide Us

Our values guide how we operate and the decisions we make, so we can achieve more for nature:

Tenacity: We lead by example and are gutsy in our ambition for nature and in how we use our voice.

Inclusion: We value and respect diverse voices & thinking to advocate and act for nature.

Pragmatism: We are impact-led in the methods, solutions and partnerships we choose to drive nature's recovery.

Our Culture Empowers Us

Our culture is how we work together, supporting each other, and empowering our county, to achieve more for nature:

Nature-led: We are driven by a shared passion for nature and support each other to be the best we can.

Collaborative: We communicate and collaborate brilliantly to amplify our impact and celebrate each other's achievements.

Trusting: Our staff and volunteers are trusted and accountable to deliver our ambition for nature.

Reflective: We are evidence-led, we challenge ourselves, and we embrace new ideas and learn from experience.

Safe: We always work safely and responsibly.

Role Description

Every role has three key areas of focus known as the “Power of 3” to support our mission, vision & strategic goals. Typically, you should expect to spend 80% of your time on the following:

1. Lead the delivery of pond restorations, pond creation and associated habitat delivery across Suffolk.

- Deliver ponds for a range of objectives, including for threatened species recovery, wider biodiversity uplift, community connection to nature and as nature-based adaptation solutions.
- Work closely with colleagues in the Wilder Landscapes Team to deliver ponds for specific schemes, such as District Level Licencing, in the most impactful locations. Liaise closely with the Senior Farm Adviser to ensure sufficient capacity planning for busy times of year.
- Liaise with delivery contractors and partners to ensure the most positive pond delivery outcomes are achieved on the ground, use your knowledge and experience to encourage aspirational delivery that is fit for the long term.
- Ensure that on the ground delivery is compliant with all external regulatory requirements (such as CDM, HSE, Planning) and with SWT’s internal system of procurement.
- Seek and deliver opportunities for added value habitat associated with the ponds that form the focus of your work.
- Liaise with the reserves team to ensure that opportunities to increase pond habitat on reserves are realised.
- Highlight key stories and good news items to the wider public through a range of media.



Common Frog

Credit: Mike Taylor

2) Develop robust monitoring and reporting frameworks for Suffolk Wildlife Trust and our external funding partners in relation to pond delivery and ongoing management.

- Ensure that monitoring obligations for specific pond schemes are met in a timely and professional manner.
- Liaise with the Senior Farm Adviser to ensure that opportunities for engagement raised through monitoring work are realised.
- Ensure that outcomes of this work are communicated to pond owners in a timely manner.
- Use our understanding of ponds that we have delivered and monitored to evaluate our efficacy over time, use what you learn to improve your own work and share your learnings with the team.

3. Act as our in-house expert in Suffolks pond-scape, supporting excellence in the advice work of the Wilder Landscapes Team in relation to ponds. Working with the team and external partners, increase delivery ambition in Suffolk.

- Work with the Senior Farm Adviser and other colleagues to deliver more (and better) ponds through our wider project work.
- Working with the Senior Farm Adviser and leadership colleagues, support the development of new projects around the delivery of additional ponds and associated habitat.
- Be an expert reference point for advisers within the Wilder Landscapes Team for questions relating to ponds.
- Support external presentations of the benefits of ponds and your work to a wide range of audiences.



Person Specification

Essential

- A personal commitment to Suffolk Wildlife Trust's mission to bring nature back to Suffolk.
- Good understanding of pond ecology, farmland wildlife, habitat management and the relationship between farming and biodiversity.
- Knowledge of UK conservation priorities, species and habitat conservation.
- Ecological survey and monitoring experience.
- Familiarity with agri-environment schemes and environmental land management.
- Excellent communication, interpersonal and networking skills, with the ability to engage and influence farmers, landowners and other stakeholders.
- Ability to build and maintain effective working relationships with a wide range of audiences.
- Strong organisational skills, with the ability to manage competing priorities and work independently.
- Competent IT user with experience of Microsoft 365, including Teams and SharePoint.
- Experience of delivering advice, guidance or support to landowners, farmers or other environmental stakeholders.
- Knowledge of safe lone-working practices and risk management.
- Self-motivated, proactive and solution-focused, with a practical approach to problem solving.
- Ability to represent Suffolk Wildlife Trust professionally and act as a positive ambassador for the organisation.
- Full UK driving licence and willingness to travel across Suffolk.

Desirable

- Degree or professional qualification in ecology, conservation, agriculture, environmental management or a related subject.
- Experience working within the conservation, ecological or agricultural sectors.
- Experience of providing farm advisory services.
- Practical experience of agri-environment scheme applications and delivery.
- Knowledge of Biodiversity Net Gain, Nature Recovery Networks and emerging environmental markets.
- GIS mapping skills.
- Experience of delivering events, workshops or farmer engagement activities.
- Experience of using social media and other channels to communicate conservation messages.



Great Crested Newt

Credit: Derek Middleton

Terms & Conditions

Terms & Conditions

This is a permanent, full-time position working 37.5 hours per week Monday to Friday from 9:00am to 5:00pm. The base of work will be Brooke House in Ashbocking and the starting salary will be between £30,815.52 to £33,815.52 depending on skills, knowledge and experience.

Employee Perks & Benefits

Annual leave entitlement starts at 33 days per annum (including Bank Holidays), increasing annually to 38 days, plus employees receive an additional day off for their birthday.

We offer a 9% employer pension contribution with no employee contribution required, free 24-hour Employee Assistance Programme, salary sacrifice benefits, an Employee Assistance Programme, flu vaccinations, life assurance and access to a GP and wellness services. You'll also receive discounts at high street retailers, discounts in our visitor centre, and, if you're in a public-facing role, you'll get logo clothing.

Disability Confident Employer

We are a Disability Confident employer committed to making our recruitment processes & workplace culture inclusive & fair for all. Information can be provided in alternative & accessible formats on request to peopleandculture@suffolkwildlifetrust.org. We offer an interview to disabled applicants who meet the minimum criteria for the role and provide reasonable adjustments where needed during recruitment and in the workplace.



Black Cap

How to Apply

To apply for this opportunity, please submit an application via our website by 9:00am on Tuesday 13 October 2026.

The interviews are planned for Wednesday 21 October 2026.

If you would like an informal discussion about the role, you can email me on helen.bynum@suffolkwildlifetrust.org.

Thank you for your interest in bringing your talents, experience and skills to Suffolk Wildlife Trust. I look forward to receiving your application.

Helen Bynum
Senior Farm Wildlife Adviser



Hare



**Together, we can create a
wilder Suffolk for everyone**