

ROLE DESCRIPTION & PERSON SPECIFICATION

WILDLIFE POND ADVISER

BASE OF WORK

Brook House with regular travel across the county.

REPORTING TO

Senior Farm Adviser

RESPONSIBLE FOR

Pond surveyors and volunteer pond surveyors

VOLUNTEER MANAGEMENT

Volunteer manager tasks include using Team Kinetic & leading on volunteer recruitment, onboarding, recognition and day-to-day management of volunteers.

ROLE PURPOSE

Suffolk Wildlife Trust is an inspiring and impactful organisation with a compelling vision for our county: **A Wilder Suffolk where nature is thriving and abundant because everyone is doing more to help**

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 in house KPI of 500 ponds restored by 2030. Your clear expertise and enthusiasm for ponds and the wildlife they support will enthuse others to take up our mission and deliver more beyond our initial engagements with them. 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.

MAIN RESPONSIBILITIES

Every staff role has three key areas of focus known as the “Power of 3” to support our mission to bring nature back. Typically, you should expect to spend 80% of your time on these:

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.

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.

Ensuring appropriate reporting of all accidents, near misses, and incidents to identify causes and prevent recurrence. Use your skills and experience to contribute holistically to the Trust's vision for a Wilder Suffolk.

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.

ADDITIONAL INFORMATION

- The role may entail some evening and weekend working.
- The role requires an interest in working for a charity that is determined to protect wildlife for the future and for the people of Suffolk.
- The role requires the ability to drive, including a full driving licence and use of a vehicle, though pool vehicles may sometimes be available.

OUR VALUES & WORKPLACE CULTURE

At Suffolk Wildlife Trust, our workplace culture matters. It helps us achieve more for wildlife and shapes how we work together every day. Your job description sets out what you'll do; what matters just as much is how you do it. We are a gutsy organisation - showing courage, determination & spirit - learning from experience and embracing new ideas. We are driven by our shared beliefs, organisational values and passion to achieve more for nature, and by supporting one another, staff & volunteers, to deliver our best.

Everything we do is anchored in our fundamental belief in the natural world: nature has value in its own right, we all share a responsibility for it and society thrives when nature thrives. Our values guide our decisions and how we operate: we show **tenacity** by leading by example and using our voice boldly for nature; we champion **inclusion** by valuing and respecting diverse voices and thinking; and we practise **pragmatism** by focusing on impact & choosing the methods, solutions and partnerships that best support nature's recovery. Our culture brings these beliefs and values to life: we are nature-led, collaborative and trusting; we are reflective and evidence-led & we always work safely and responsibly.

WILD ABOUT INCLUSION

We are committed to being an inclusive organisation where everyone is welcome. As a conservation charity, we recognise the value of diversity both in nature and in our staff & volunteers. Suffolk Wildlife Trust is an organisation where everyone should feel respected, valued & empowered to contribute, so that together we can deliver our vision, mission & strategic goals for a wilder Suffolk.