



NORFOLK WILDLIFE TRUST
POST: BROADS SOUTH LEAD OFFICER
Job Details

1. About Us

NWT's vision is to seek a sustainable Living Landscape for wildlife and people where the future of wildlife is protected and enhanced through sympathetic management and people are connected with, inspired by, value and care for Norfolk's wildlife and wild spaces. Two of the key strategies in order for us to achieve our vision are the best possible management of nature reserves for wildlife and people, and to help wildlife adapt to climate change by creating a Living Landscape for Norfolk through the establishment of an ecological network, with targeted action plans.

A visit to our website at www.norfolkwildlifetrust.org.uk will provide more information on our impressive portfolio of nature reserves and the work of the Trust in general.

NWT owns and manages a diverse range of sites across Norfolk including the Trust's nature reserves (around 66), 5 visitor centres and HQ at Bewick House in Norwich. The Trust employs around 75 staff as well as 500 volunteers working across the organisation.

2. The Broads South Reserves

The Broads are based on alluvial deposits of peat, silt and clay laid down by repeated changes in sea level since the last ice age. What we see today are the remains of hand dug pits created during the Middle Ages as local people excavated peat for use as fuel. During the fourteenth century these diggings flooded to form what is now a unique and internationally important network of reedbeds, grazing marsh, fens, wet woodland and open water. NWT reserves within the Broads South area are managed for many species of wildlife and the many visitors that enjoy this unique area. Some of the species benefiting from the Trust's management work are bittern, swallowtail butterfly, Norfolk hawk dragonfly, marsh harrier, otter and crane.

British White cattle are based at Upton Broad and Marshes, grazing the fen, assisting in the management of this rare habitat. External cattle graziers are also a vital part of the management of Upton Broad and Marshes Nature reserve as well as a number of other sites within the Bure and Ant river valleys.

The Broads South Lead Officer will work mainly at the following reserves: Upton Broad and Marshes, South Walsham Marshes, Barton Broad and Marshes, Catfield Fen, Smallburgh Fen, Ebb and Flow Marshes, Ranworth Broad and Marshes, Alderfen Broad and Marshes, Cockshoot Broad, Thorpe Marshes, Harford Bridge Marshes and Stanley Carr.

3. The Post of Broads South Lead Officer

The Broads South Lead Officer will be based at Upton Broad and Marshes Nature Reserve, in Norfolk and will be expected to travel and work at other NWT reserves particularly within the Bure and Ant river valleys. The post holder will report to the Nature Conservation Area Manager East.

The post holder will line manage the Broads South operational staff team (currently 4 posts) ensuring they are working safely and efficiently to agreed management plans and work programmes.

The Lead Officer will work with the team to carry out practical habitat management including fen mowing, scrub management, water level management, monitoring of wildlife and habitats, stock handling and maintenance of infrastructure across 11 different nature reserves, predominantly in the Bure and Ant valleys. The post will also work as part of the wider NWT Nature Reserves Team.

A detailed job description is attached for information.

4. Post-holder Profile

The successful candidate will have at least 2 years' experience of land management for wildlife and a good understanding of natural history and ecological principles, ideally in wetland and particularly Broadland environments. A proven ability to supervise will be required, as will effective communication skills at all levels for representing the views of NWT to partners and stakeholders, decision-makers and critical audiences. Sound IT experience in using spreadsheets, GIS and word-processing will be advantageous and further training will be available if required.

The successful candidate will use tractors, boats, chainsaw, ATV/UTV brushcutter and pesticides. Please detail the certificates/experience you have with this equipment. Further training may be available if candidates have the other relevant skills. Experience of livestock management and ecological monitoring and survey skills is desirable. Good administrative skills and outputs are essential to maintain compliance with safety at work, cross compliance regulations and environmental legislation.

The Broads South Lead Officer post presents the opportunity to be involved in management of some of the region's most important wildlife sites, and develop valuable skills in maintenance, restoration and protection of some complex nature reserves.

NWT aim to maintain and improve their staff skill-base by providing on-going and relevant training, updates and personal development.

The essential terms and conditions are as follows:

- Based at our Upton workshop/office with travel to Broads South sites.
- The post-holder will work a 5 day (37½ hrs) week, normally 8:30 – 4:30 Monday-Friday, however occasional weekend days and some early mornings and late evenings may be required for which time off in lieu will be granted.
- Salary in the range £21,000- £22,000 per annum depending on experience, reviewed annually.
- Pension: employer contributes 8% of salary, subject to a minimum 2% employee contribution.
- Holiday entitlement starts at 25 days per annum (3 of the 25 days are usually taken during the office closure at Christmas) plus 8 statutory holidays. Annual leave increases by one day per year until a maximum of 30 days is reached.

Application Procedure

Candidates should apply by sending a copy of their CV, detailing education, employment, relevant experience and two references. Please state where you first saw the vacancy advertised. You must also send a statement (no more than 1000 words) outlining why you consider yourself suitable for the post and what particular skills and attributes you have which will enable you to fulfil the requirements of the job. A job description is enclosed to assist you with this.

Completed applications should be marked Private and Confidential and e-mailed to Debsk@norfolkwildlifetrust.org.uk or sent to Job Applications, C/O Debs Kershaw at Norfolk Wildlife Trust, Bewick House, 22 Thorpe Road, Norwich, NR1 1RY.

The closing date is 5pm on Tuesday 21st July 2020.

Interviews are likely to be held on Wednesday 5th or Thursday 6th August 2020

Unfortunately, we do not have the resources to be able to respond to all applicants. If you do not hear from us by the middle of August, you should assume that your application has not been successful on this occasion.

Good luck with your application and thank you for your interest in the work of the Trust.

***Norfolk Wildlife Trust
July 2020***