

JOB DESCRIPTION

JOB TITLE: Senior Wilder Communities Officer – Wilder Norwich

DATE: February 2026

Location: Norwich (Hybrid working with significant time spent at project sites and in the community)

Salary: £31,000 per annum

Contract: Fixed term contract until end of February 2029

Hours: 35 hours per week across 5 days

Reports to: Wilder Communities Manager

Line management of: Two Wilder Communities Officers

About Norfolk Wildlife Trust (NWT)

Founded in 1926, Norfolk Wildlife Trust (NWT) is the oldest Wildlife Trust in the UK, championing the protection and recovery of Norfolk's wildlife and wild places. Our vision is a Norfolk where nature thrives and people are inspired to value, protect, and connect with wildlife in their everyday lives.

About the Wilder Norwich Project

Wilder Norwich is an ambitious multi-partner collaboration focused on nature recovery and community agency around three key urban green spaces in Norwich, delivered in partnership with Norfolk and Waveney Mind and Norwich City Council.

Through authentic, community-led engagement and ecological action, the project will support both **nature recovery** and **community wellbeing** in Norwich.

Wilder Norwich will work alongside the Nature City Norwich project, led by Norwich City Council.

The Role

The **Senior Wilder Communities Officer (Wilder Norwich)** will lead, coordinate, and deliver this flagship project for NWT. This is a pivotal role combining **project management, team leadership, strategic partnership building, and hands-on community engagement**.

You will oversee delivery across all three priority sites, line-manage two Wilder Communities Officers, report to funders and ensure the project's activities reflect community aspirations, achieve ecological outcomes, and build long-term community ownership.

You will champion an inclusive, collaborative approach to connecting people and nature - particularly within communities that historically have had less access to high-quality green spaces and using a community organising approach support people to take action for nature where they live.

Key Responsibilities

1. Project Management and Delivery

- Lead the day-to-day management of the Wilder Norwich project, ensuring delivery against agreed milestones, outcomes, budgets, reporting requirements and project evaluation.
- Develop and maintain a detailed delivery plan, ensuring community engagement and nature recovery activities are interlinked and evidence based.
- Manage relationships with key partners, including Norwich City Council and Norfolk & Waveney MIND and with other NWT teams including PR & comms, fundraising and nature recovery.
- Commission and support external contractors where needed
- Report progress to funders and internal teams
- Support the external project evaluator to effectively evaluate the project against agreed outcomes.

2. Community Engagement

- Lead the community engagement strategy using an **authentic community organising approach**, ensuring ideas and actions are led by the communities themselves.
- Support and mentor the Wilder Communities Officers to build strong relationships in project neighbourhoods and co-develop community-led green space projects.
- Champion inclusivity and diversity across all engagement, ensuring that project participation reflects the demographic and cultural diversity of Norwich.
- Facilitate capacity-building initiatives such as the **Urban Nature Champions network**, 'train-the-trainer' schemes, and Wilder Community workshops.
- Work closely with the Nature Connect Officer (N&W MIND) to develop activities promoting mental health and wellbeing through nature connection.

3. Partnerships, Learning and Legacy

- Strengthen and expand collaborative working with local authorities, NGOs, research institutions, and community groups.
- Capture and share best practice to inform the development of an urban nature engagement model for replication across Norfolk.
- Contribute to a high-profile public campaign raising awareness of Wilder Norwich and celebrating community action for nature.

Person Specification

Essential Skills and Experience

- Proven experience in **project management** within environmental, community, or social impact sectors.
- Track record of successful **community engagement**, particularly in diverse urban contexts.
- Strong interpersonal and communication skills with experience in partnership working and stakeholder management.
- Experience supporting or managing teams and volunteers.
- Knowledge of community organising principles and ability to facilitate community-led projects.
- Passionate about supporting people to access and take action for nature.
- Excellent organisational skills and ability to balance strategic oversight with operational delivery.
- DBS Check

Desirable

- Experience working with disadvantaged or underserved communities
- Knowledge of Norwich and its communities, or experience in a similar urban environment.
- Experience collaborating on cross-sector projects (e.g., public health, climate resilience, education).
- Familiarity with the Wildlife Trust movement and its mission.
- Current driving license