

JOB DESCRIPTION

JOB TITLE: Reserves Assistant: Brecks Team

TEAM: Nature Conservation Team

POST HOLDER: Vacant

PREPARED BY: JP

DATE: June 2026

OVERALL PURPOSE OF THE JOB:

To carry out habitat management operations and infrastructure maintenance on NWT managed sites in the Brecks and Fens. This will include those areas owned by NWT, and managed under the Brecks Heath Partnership within the Thetford Forest area. To undertake routine maintenance of machinery and equipment used by the Brecks team.

REPORTING TO:

Breckland Reserves Manager

REPORTING TO JOB HOLDER:

Reserve volunteers, corporate volunteers, student placements (as directed by Brecks Reserves Manager)

OTHER WORKING RELATIONSHIPS:

Within the organisation:

Nature Conservation Area Manager (West), Senior Reserves Assistant – Brecks, Brecks Reserves Assistants, Weeting Warden, other Nature Conservation team fieldstaff and HQ staff, Director of Nature Conservation, Grazing team members.

Outside the organisation:

Fieldstaff of Natural England, Forestry Commission, Environment Agency and other Statutory bodies, NGO's, general public, reserve visitors, local landowners, contractors, utility operators and emergency services.

MAIN DUTIES:

1. Habitat Management:

To assist the team of NWT staff to implement and undertake nature reserve management regularly involving:

- Use of tractors and attachments including toppler, rotovator, winch, cut-and-collect mower and trailers.

- Use of equipment such as chainsaws, brushcutters, mowers and hand tools

- Scrub removal including felling, extraction and burning

- Heathland, grassland, wetland and woodland management

- Tractor, ATV and hand-held pesticide application for weed control

- Livestock management (ponies, cattle, goats and sheep) including regular checking and roundup, water provision, inspection and vet days (with the Grazing team)

- Working with contractors

2. Infrastructure Maintenance:

To undertake the maintenance, installation and inspection of a wide range of site infrastructure including:

- High tensile stock fencing and post and rail fencing

Access infrastructure – gates, bridges and boardwalks
Buildings, car parks and paths
Signage

3. Maintenance of machinery, tools and equipment:

To undertake the routine maintenance of NWT owned machinery, tools and equipment.
This will include:

Servicing and repair of equipment, machinery and vehicles
Use of power tools such as welders, grinders and drills
Maintaining a clean and tidy workshop, yard and staff facilities

4. Record keeping, health and safety and monitoring:

To ensure that activities are recorded to meet legal requirements, compliance with DEFRA schemes and NWT policies. This will include:

Pesticide application and inventory records
COSHH, PUWER and LOLER records
Timesheets
Machinery and plant maintenance logs
Accident and near-miss records
Site safety assessments, infrastructure risk assessments and hazardous tree surveys

5. Health and Safety

Work in accordance with the Trust's Health and Safety Policy and contribute to the maintenance of a safe and healthy environment. First aid cover for colleagues and site users.

6. NWT policies

Ensure all NWT policies and procedures are adhered to

7. Other duties:

Travel to sites and suppliers as directed
Attend and have input into team meetings and 1:1s.
To assist with species protection and species management work.
To assist, supervise and encourage volunteers and volunteer involvement
To carry out all work in an environmentally aware manner, ensuring as little harm to the environment as possible
Promote the work of the Trust whilst undertaking the above duties, and recruit new members at every opportunity
Attend training courses and pursue further personal development related to setting of annual appraisal objectives
Assist with management of other land as directed
Undertake other ad hoc duties as reasonably requested by and/or agreed with the Brecks Reserves Manager

ESSENTIAL REQUIREMENTS

1. Able to undertake a variety of strenuous practical conservation tasks, often in difficult terrain and in all weather conditions
2. A flexible and pragmatic approach to work
3. Ability to use reserve machinery and equipment or be trained.

4. Experience of working on a nature reserve or similar
5. Experience of undertaking construction and maintenance of countryside infrastructure such as fences, gates, bridges and trackways.
6. Experience of maintaining a range of tools and equipment
7. Ability to maintain good relations with the reserves team, volunteers and nature reserve user groups and deal with them in a friendly and courteous manner.
8. Possesses interest and some knowledge and understanding of Breckland and wetland habitats and their associated wildlife.
9. May be required to complete a DBS check if working with vulnerable adults or children
10. Ability to maintain confidential information.
11. Current driving licence

Desirable

1. Trailer towing experience or ideally certification.
2. Certification in tractor driving and chainsaw operation
3. Experience in handling livestock especially ponies, cattle, goats and sheep or be trained.
4. Relevant first aid qualification.
5. Ability to supervise volunteers

OTHER RELEVANT FACTORS OF THE JOB:

- May be expected to work unsocial hours. Additional time worked may be taken as time off in lieu
- Must be prepared to use herbicides (after appropriate training)
- May be expected to use own transport on Trust business.
- Must be prepared to work outside all year round.

LIMITS OF AUTHORITY:

- Purchase items up to specified limit (after agreement with Breckland Reserves Manager)
- Signs worksheets/time sheets for contractors as required

CONDITIONS OF SERVICE:

See Contract of Employment

The post holder will work an average 7.5 hours per week

Time off in lieu is allowed for time worked in excess of the 7.5/hour average working week. Work outside normal hours must be agreed with the Breckland Reserves Manager.

The Trust pays a mileage rate for essential use of own car on Trust business. Mileage rates will apply if postholder exceeds mileage from home to East Wretham work centre.

The post holder will be entitled to 25 days holiday per annum pro rata, inclusive of three days to be taken between Christmas and New Year, plus bank holidays. This rises by 1 day per year of service up to 30 days pro rata/ 5yrs.

HEALTH AND SAFETY

A risk assessment has been carried out for this post.

The main risks identified for this post are:

Machinery operation and maintenance including chainsaws, brushcutters and tractor operated implements

Livestock handling

Lone working

Vehicle driving

Zoonoses including Lymes disease