

## LINCOLNSHIRE WILDLIFE TRUST

### APPOINTMENT OF LAND MANAGEMENT OFFICERS

#### Background

Following the UK's departure from the European Union, the country needs to develop a new Environmental Land Management Scheme (ELMS) that delivers public goods for public funds. It is clear within the Government's, '*A Green Future: our 25 Year Plan to Improve the Environment*' (2018), that nature needs to be recovered, carbon managed, water and air issues addressed, etc. ELMS is one tool that will enable delivery against the Government's plan.

Lincolnshire Wildlife Trust wishes to ensure that Greater Lincolnshire land managers have a say in what ELMS can offer in the future, and what will work for people and wildlife in the county. Both the Humberhead Levels and South Lincolnshire Fens are low lying landscapes that have highly productive soils that deliver a large proportion of the nation's food. Both areas also have some of the country's rarest and special habitat and species, that have the potential, if restored, to deliver multiple benefits for society, including clean and plentiful water, carbon capture, diversified produce and products, and growing of an all year-round nature tourism sector.

These two ELMS Tests offer the opportunity to influence the building blocks of future land management practice, how other sectors may contribute to landscape-scale nature recovery networks and what public goods can be delivered in highly productive areas. Working with the two relevant partnerships, the Humberhead Levels and South Lincolnshire Water Partnerships, these two posts will facilitate that exploration with land managers. Gathering the lessons learnt and looking to capture expertise from delivery partners such as the University of Lincoln, Greater Lincolnshire Nature Partnership and the Environment Bank.

Nature's recovery lies within securing all sectors enabling ecosystem services to flow and understanding the value of those services to society. Nature does not recognise our administrative boundaries and a landscape-scale approach will ensure better value for money and more joined up nature recovery networks. The natural capital of Greater Lincolnshire has the potential to feed the nation, to provide water for the nation and deliver the nation's greatest nature recovery network, working with our neighbouring counties.

#### General Duties

The primary area of work will be to develop and implement the two ELMS Tests that the Trust has the responsibility to deliver on behalf of Defra and the partnerships. An understanding of land management practices, current support mechanisms and the move towards land management providing public goods will underpin your ability to: co-ordinate the working group(s); deliver visioning workshops; engage with a wide spectrum of land managers; build relationships with other relevant sectors that have a requirement to deliver public goods, and; pull together the evidence base with the specialist experts to inform the various reports for the Tests.

The need for capturing the evidence to ensure the Trust meets the requirements of the ELMS Monitoring & Evaluation Guidance produced for Defra will be critical, as well as being able to communicate with a wide variety of people and producing user friendly written materials. The full range of responsibilities are set out in the job description (document J320-130).

#### Qualifications and Experience

The Land Management Officers will need to show a good knowledge and understanding of land management practice and of the natural environment that underpins the public goods being sought via the delivery of ELMS, together with proven experience of partnership working, project management and successful advocacy. The ideal candidate will be able to manage and meet multiple and competing deadlines, prioritising them as necessary, and be able to communicate in a clear and concise manner to varying audiences. Ensuring tasks are delivered on time will be a critical skill to meet the duties of the role. Please see the person specification (document J320-131) for further details.

### Conditions of Employment

Both posts are initially temporary full-time posts relating to the length of the Tests. The Humberhead Levels Test runs until 30 June 2022 and the South Lincolnshire Fens Test runs until 31 March 2022. The salary is circa £25,000 per annum, depending on qualifications and experience of successful candidates. In addition, a contributory pension scheme is offered, plus sickness and disability benefits. There is a 35-hour working week with a flexible hours system in operation. Weekend and Bank Holiday work may occasionally be necessary for which time off in lieu is allowed. The annual leave entitlement is 23 days plus Bank Holidays and three privilege days at Christmas.

We would consider secondments from other organisations to fill these roles.

### Applications

Candidates should complete all sections of the application form provided and return it along with a short covering email. Curriculum Vitae (CVs) will not be accepted as a substitute for the application form.

Applications should be emailed to [hr@lincstrust.co.uk](mailto:hr@lincstrust.co.uk) using "Application LMO" as the subject reference, and should arrive not later than noon on Friday 4 December 2020.

Interviews will be held virtually via zoom in either of the weeks starting 7 or 14 December 2020. Only those candidates selected for interview will be notified. If you do not hear from us by 9 December you should assume that your application has been unsuccessful. Successful candidates will be expected to start in early 2021.

October 2020