

APPOINTMENT OF PROJECT OFFICER

Background

Lincolnshire Wildlife Trust has three main goals: recover nature, empower people to take action for nature, and ensure nature is part of the solution to the issues we face as a society. This aligns with the Government's thinking within the Environmental Improvement Plan (January 2023) that reflects what has become commonly known as the Lawton Principle; 'more, bigger, better and joined' areas for wildlife.

We are at a tipping point, as we face the biodiversity and climate change crises. One in seven species are facing extinction in the UK. The recent report on the state of our rivers illustrated they are all failing in regards to achieving Good Environmental Status. The human activities around the Humber makes it the carbon emitting hot spot of Europe. The North Sea is under increasing development pressure. We need to act local to have a global impact and within Greater Lincolnshire, from the Humber to The Wash, and out into the North Sea, we need to bring partners and communities together to bring nature back and deliver nature-based solutions.

We have a strong ethos of partnership working on land and at sea, recognising that more often than not, it is possible to achieve better outcomes for wildlife when organisations work together. The Trust is viewed as a respected and trusted partner that inspires confidence and delivers results in Greater Lincolnshire. In addition to working with relevant organisations on specific issues, the Trust is a member of and hosts a series of large partnerships delivering for nature.

In June 2022, Lincolnshire and Yorkshire Wildlife Trusts announced a pioneering Seascape programme across the Humber Estuary for the next 5 years, called Wilder Humber. The programme of work includes trialling the combined restoration of dune, saltmarsh, seagrass and oyster habitats at various sites on the Humber Estuary. This is in collaboration with Ørsted, a leading global renewable energy company, who is funding the exploration of restoring intertidal habitats in a dynamic ecosystem. The technical Wilder Humber Team are hosted across both Trusts.

See [here](#) for an introduction to the Wilder Humber work.

General duties

The Project Officer focused on developing saltmarsh restoration techniques will be responsible for continuing to develop the new plant nursery facility that is currently under construction with the aim of cultivating key species for planting within the Humber Estuary at allocated demonstration sites including targeted enrichment and restoration. You will plan, deliver and coordinate our annual programme of saltmarsh seed collection, plant propagation, planting and technical monitoring programme to assess its impact and influence on biodiversity. This will involve working outdoors in difficult terrain in all weathers. You will support wider monitoring activities including surveys of avian, fish, water quality and more. You will also support other specialists in their endeavours with native oyster and seagrass habitat trials. The role holder will maintain the nursery facility and be responsible for seed stock collection and plant husbandry for saltmarsh and sand dune species, alongside developing volunteer training and work programmes to support delivery. Discussing and securing consents and permissions off the relevant authorities for activities. Collecting raw data and working with the Data and GI Project Officer to ensure that is analysed to inform reporting is crucial.

The post holder will represent the project at local, regional and national public and technical events, networks and conferences. Support colleagues to document and develop engagement and interpretation materials drawing on your expertise. The range of responsibilities is set out in the job description (J324-284).

Qualifications and Experience

The Project Officer will need to show good knowledge and understanding of nature recovery and the need for robust scientific data collation and management, 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. The need to illustrate a good understanding of Health and Safety will be required due to the intertidal nature of the Humber Estuary, alongside the need to follow biosecurity measures. Applicants will need to illustrate expertise in saltmarsh restoration, coastal plant assemblages and the wildlife that occupies dynamic estuarine ecosystems. Please see the person specification (J324-285) for further details.

Conditions of employment

This role is a full-time (35 hours per week) fixed term position until mid-2027. The salary offered is circa £25,000 pa dependent on qualifications and experience. There is 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. In addition, a generous contributory pension scheme is offered, plus an enhanced sick pay scheme and life assurance. We also operate a salary exchange system for childcare vouchers and the cycle to work scheme, and an independent and confidential staff welfare support service is provided. We provide a rewarding and enjoyable working environment that is friendly and open to all.

Applications

Candidates should complete all sections of the application form provided and return it along with a short covering letter or email explaining their interest in the post. CVs will not be accepted as a substitute for the application form.

Completed applications should either be:

- emailed to hr@lincstrust.co.uk with the words "Project Officer" as the subject reference
- posted to the Chief Executive, Lincolnshire Wildlife Trust, Banovallum House, Manor House Street, Horncastle, LN9 5HF and the envelope marked 'Confidential'

to arrive not later than **noon on 30 April 2024**. Interviews will be held in Lincolnshire in person on 21 May 2024 and approved interview travel expenses of up to £100 will be paid. As users of the disability confident scheme, we guarantee to interview all disabled applicants who meet the minimum criteria for the vacancy.

Please note that only those candidates selected for interview will be notified. If you do not hear from us by 15 May 2024, you should assume that your application has been unsuccessful.