



APPOINTMENT OF CONSERVATION OFFICER

Background

The Lawton Report and subsequent Government's 25-Year Environment Plan 2018 and Environmental Improvement Plan 2023 articulate the need for 'more, bigger, better and joined' areas for wildlife, that nature needs to be recovered and our natural capital assets need to be more greatly recognised for the societal benefits they deliver.

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 has resulted in it being the highest 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 to address the issues we face as a society.

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. We are 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, we are a member of and host a series of large partnerships delivering for nature.

This post will build our capacity to identify and seize opportunities for nature's recovery, particularly through ensuring our views are captured within forward planning documents locally, regionally and nationally to ensure the best outcome for nature. The post holder will also work with our neighbouring Wildlife Trusts and the national family via the Royal Society of Wildlife Trusts. Influencing others is an important part of these roles, alongside proactively initiating new approaches to achieve step changes in securing space for wildlife from urban centres to the rural heartlands to under the waves at sea.

General Duties

The primary area of work will be to develop, advocate and implement the our 2030 Strategy. This includes the need to understand changes in the natural world through research and evidence, and the need for large-scale nature recovery networks on land and at sea. Providing nature with a voice from a local to international level, and responding to international, national, regional and local consultations, significant planning applications and forward plans. This will involve developing relationships with a wide range of organisations and individuals to secure nature's recovery in Greater Lincolnshire. Inter-organisational teamwork will be essential, as will inter-departmental teamwork. The full range of responsibilities is set out in the job description (document J325-454).

Qualifications and Experience

The Conservation Officer will need to show good knowledge and understanding of nature recovery and planning issues, 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, understand the importance of influencing development and planning decisions for wildlife benefit. The ability to communicate in a clear and concise manner to varying audiences is critical. People with speciality skills and knowledge in any of the following will be looked on favourably: planning & development management including understanding Biodiversity Net Gain (BNG) land management advice; farming systems



relationship with soils and water; rivers; wetlands; woodlands; coastal habitats; and botanical surveys. Please see the person specification (document J325-456) for further details.

Conditions of Employment

The is a full-time (35 hours per week) permanent position.

The annual salary offered is circa £26,000 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 provide 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. Curriculum Vitae (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 "Conservation 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 no later than **noon on Wednesday 13 August 2025.**

Interviews will be held at Banovallum House, Horncastle on **Thursday 21 August 2025.** Approved interview travel expenses of up to £100 will be paid. As a Disability Confident employer, we are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible.

Only those candidates selected for interview will be notified. If you do not hear from us by the end of August, you should assume your application has been unsuccessful