Job title: **Nature Recovery Officer, Hereford ~ River City**

Main role purpose:

To lead work with partners and the local community to restore stretches of the streams and brooks within Hereford City and wetland areas to achieve the project outcomes.

Term: Fixed Term. Expected completion 31 August 2027. With possibility of 3-year extension dependant on submitting a successful grant application for the delivery phase of the project.

Hours: Part-time (30 hours a week)

Salary: £23,600 (pro rata) a year, (£29,500 FTE)

Reports to: Project Manager, Hereford ~ River City

Location: Hybrid working - Queenswood Country Park, Hereford City, home working

Management responsibility: Volunteer groups
The Hereford ~ River City project aims to restore, reconnect and celebrate Hereford city's waterways and wetlands. It will explore the history of the city's green and blue corridors, restore the wildlife habitats and corridors and connect communities to past and present natural history. This role is part of the project team for the initial development phase of the project. Dependent on funding, there will then be a 3-year delivery phase.

Liaison with: Herefordshire Wildlife Trust staff, partner organisations, community groups, local organisations

Project overview:

New habitats will be created at key locations on the Yazor, Widemarsh and Newton Brooks. Volunteer groups and citizen science groups will run regular restoration activities. The city's watercourses will be cleaner and with wildlife thriving within and around them. Access will be improved with signposting; trails and physical and digital interpretation showcasing the natural and social heritage of the watercourses.

We will collaborate with communities to improve people's connection to nature, to improve their mental wellbeing and sense of place. We will co-create participatory activities including volunteering and training opportunities. We will harness the arts and natural play to engage diverse audiences in new ways. We will research, share and celebrate the economic and social histories of the waterways and water meadows.

Main responsibilities

The Nature Recovery Officer will be part of the Hereford ~ River City project team. They will be line managed by the Project Manager and work with the Community Officer, project partners, local communities and volunteer groups to achieve the outcomes of the project. They will also work closely with the Trust's Nature Recovery and Nature Action teams.

Project delivery

- Contribute to the successful delivery and evaluation of the Hereford ~ River City project plan.
- Attend project team meetings to evaluate progress against project plan and planned outcomes.
- Manage relevant costs in line with project budget.
- Work closely with the project manager to create a detailed project plan and associated activities ahead of the delivery phase.
- Work closely with the project manager to gather the necessary information for a high-quality delivery phase application to The National Lottery Heritage Fund.

Nature recovery

- Liaise with partners and landowners to identify locations of agreed interventions and develop a plan for the delivery phase.
- Work with the Community Officer to ensure events are well co-ordinated and planned.
- Work closely with volunteer groups and members of the Trust's Hereford City Branch to survey and monitor of the watercourses and their habitats.
- Organise and facilitate volunteer work groups to clear watercourses and improve riparian habitats in public access areas.
- Liaise with all groups and interested parties to plan and shape the delivery phase.
- Work closely with the project manager to coordinate development phase activities
- Contribute to external and internal communications, media and events as required.
- Represent and promote the Trust to groups and individuals.

Other duties

- Take responsibility for your own personal and professional development.
- Act as an ambassador for Herefordshire Wildlife Trust, building and maintaining positive relationships with volunteers, members of the public and other stakeholders.
- Be an advocate for Trust membership.
- Comply with all other organisational policies and relevant legislation e.g. Equal Opportunities – it being the responsibility of the post holder to make themselves aware of such items
- Undertake any other work that might be deemed necessary by the Trust commensurate with the level of responsibility of this post. Work with the broader team on any other activities that match your skills and abilities as agreed with your line manager.
- Actively encourage those you with whom you come into professional contact to become members of HWT (all staff are regarded as membership recruiters).
- Undertake any other work that might be deemed necessary by HWT commensurate with the level of responsibility of this post. Work with the broader HWT team on any other activities that match your skills and abilities as agreed with your line-manager.

Person specification

<u>Qualifications</u>

Degree level or equivalent in environmental sciences/agriculture/conservation management or similar. Equivalent related experience will be considered as highly as academic qualifications.

<u>Essential knowledge and experience</u>

- Knowledge of habitat creation and restoration, nature based solutions, natural flood management and river re-naturalisation.

- Experience in planning practical habitat interventions.
- Experience of working with a range of stakeholders within a partnership setting.
- Experience of delivering outcomes to an agreed timescale and managing contractors.
- Experience of delivering interventions within a riparian corridor, including sourcing relevant consents and permissions.
- Good knowledge of health and safety.

Desirable knowledge and experience

- Knowledge of Hereford City's waterways and wetlands.
- GIS data and mapping skills.

Essential skills

- Able to work on your own without day-to-day supervision.
- Confidence to carry out lone working.
- Excellent organisational/admin skills and attention to detail.
- Technical and analytical skills with the ability to explain findings clearly.
- Experience using IT software including email, MS Word, PowerPoint, Excel and videoconference apps.

Other essential requirements

- Valid full driving licence
- Own vehicle with business insurance
- Clean Basic DBS Check
- A flexible approach to managing a changing workload with a willingness to work occasional weekends and evenings.
- Willingness to work outdoors sometimes in inclement weather.

Personal Attributes

- Passionate about nature conservation.
- Passionate about promoting ecological land use.
- Ability to listen to the evidence, to develop credible and robust recommendations.
- Self-motivated, proactive and able to work independently or in a team.

Commitment to Diversity and Inclusion

We are committed to creating an inclusive workplace where everyone feels valued and respected. We actively encourage applications from individuals who are underrepresented in the conservation sector, including, but not limited to, people from minority ethnic backgrounds, women, LGBTQ+ individuals, disabled people, and those from socio-economically disadvantaged groups. If you require any reasonable adjustments during the recruitment process, please let us know. We use an anonymised shortlisting process which means that personal details such as name, age, gender, and other identifying information are removed from applications before they are reviewed. Our focus is on your skills, experience, and potential to succeed in the role.

Using money raised by National Lottery players, The National Lottery Heritage Fund supports projects that connect people and communities with the UK's heritage. The Hereford River City project is made possible with The National Lottery Heritage Fund.

We are a Disability Confident Committed employer and welcome applications from disabled people and guarantee an interview to disabled applicants who meet the essential criteria. We will provide reasonable adjustments throughout the recruitment process and in the workplace. If you require adjustments, please let us know.