

Wilder Connections Conservation Adviser Recruitment Pack

Are you an ecologist or conservation professional who is passionate about nature recovery, and for engaging people in it? Do you want to help manage Lincolnshire's largest inland site for nature; a groundbreaking project designed to deliver landscape-scale nature recovery, yielding benefits for biodiversity, water, climate and people?

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| Post: | Wilder Connections – Conservation Adviser |
| Contract: | The contract is for 4 years commencing at 0.8 FTE declining by 1 day per week to 0.2 FTE in Year 4 (but with exciting scope to develop the role beyond this programme, *see below) |
| Location: | Doddington Estate, Doddington, Lincoln LN6 4RU |
| Accommodation: | Possibility of on-site accommodation |
| Starting Salary: | £45,000 per annum FTE equivalent |
| Responsible To: | Project Manager; David Wright / Claire Birch |
| Application Deadline: | 9am, Monday 29 January 2024 |

* Note that whilst the Lottery grant funded contribution to the salary declines over time, we fully anticipate the role will continue at 0.8 FTE. The Wilder Connections project itself will create self-sustaining opportunities. More widely the estate is involved in other projects including developing Wilder Doddington, and other off-farm conservation projects.

Wilder Connections

The Doddington Hall Conservation Charity is launching the [Wilder Connections](#) project to ensure that the unique opportunities presented by [Wilder Doddington](#) are seized and developed, so that:

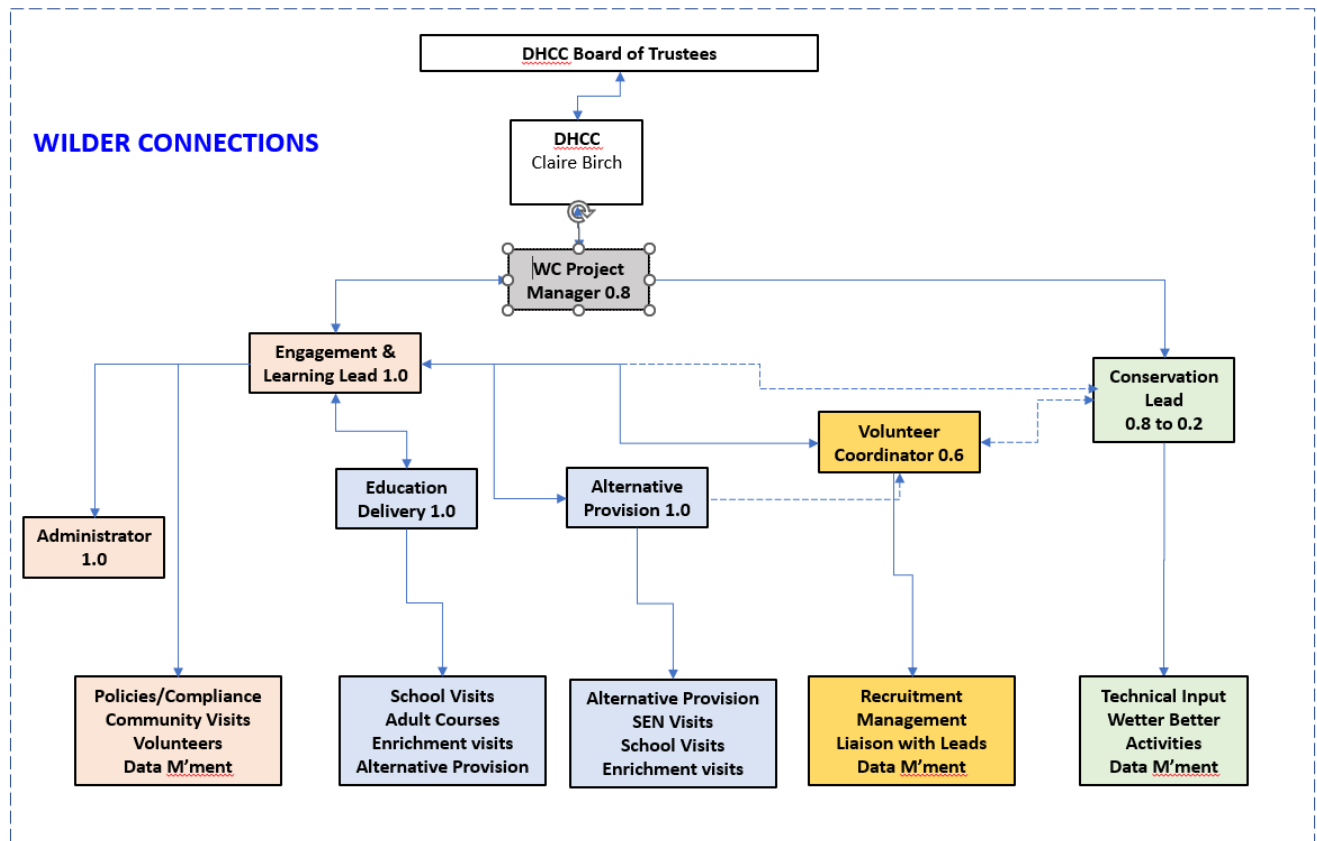
- Wilder Doddington's ecological impact is maximised
- We realise the social impact of the nature recovery for the local community:
 - **Empowering** diverse people through nature connectedness
 - Delivering opportunities for local people to take action on climate and nature - at home, at Doddington, and beyond - **People-Powered nature recovery**
- We inspire other landowners and managers, policy-makers, opinion-formers, funders and Third Sector organisations to take similar approaches that realise the **full** value of nature: ecological, social and economic

The project is being funded by a National Lottery Heritage Fund grant with additional support from Doddington Farms LLP and Anglian Water.

The main activity objectives for the project are outlined on our [website](#).

Project Team

The project team includes six people working on both a full and part-time basis as indicated in the chart below.



The Wilder Connection project team will also work closely with the existing Wilder Doddington team which manages the estate’s rewilding – a key resource of the Wilder Connections project.

Role Description

The Conservation Adviser (“CA”) role is for a 4 year fixed term contract.

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The CA will report to the Project manager and Claire Birch at the same time as liaising closely with the Wilder Doddington project manager and the Engagement and Learning Lead.

The six principal roles of the CA are:

- **Reconnecting people to nature** - Working within the Wilder Connections team and the Wilder Doddington project manager, the CA will develop and deliver a wide range of relevant activities from passive to hands-on to support the project’s community and educational engagement activities including volunteering. The CA will initiate ideas, design activities, develop programmes and support delivery of these with other members of the project team. The activities must be designed to enhance, complement or at least not undermine the Wilder Doddington nature recovery process.
- **Creating/restoring habitats and recovering/reintroducing species.** The creation, restoration and management of habitats within the Wilder Doddington project is an end in itself, but will also provide the platform from which Wilder Connections operates. The CA will advise, co-ordinate and support the delivery of all the nature conservation work including implementation of the Wetter Better Project as well as supporting the broader management of the Wilder estate including the use of grazing animals that are driving the habitat work – this includes cattle, ponies, pigs (and potentially other species in the future). In addition, the CA will be responsible for the planned species recovery and reintroduction projects, including feasibility & design, costing, and work planning. The CA will identify and develop opportunities for people to become involved in a wide range of aspects of this area of work.
- **Research, survey & monitoring.** Doddington has been collaborating successfully with the University of Lincoln in the design and delivery of both BSc and MSc student projects and pure and applied research. A range of base line surveys were undertaken in 2020-22 by independent specialists. The CA will identify, develop and co-ordinate the delivery of a programme of research and academic learning and further habitat and species surveys. In addition, the CA will devise an ongoing programme of habitat and species monitoring that will enable progress towards achieving indicators of success to be determined. The CA will identify and develop opportunities for a range of people to become involved in this area of work.
- **Future Income Opportunities.** Examine opportunities such as propagation of wildflower seed, Biodiversity Net Gain/credits, carbon offsetting, water protection, natural flood management to ensure that Wilder Doddington and Wild Connections will be aligned as far as possible to benefit from them, providing long term resilience.

- **Data Sharing** Working with Wilder Doddington project manager, develop opportunities to share knowledge and data including a wider academic and policy audience as part of outreach, blogs and other social media.
- **Management Plan.** Work with the Wilder Doddington project manager to develop and update the management plans for Wilder Doddington to ensure that Wild Connections maximises benefits from Wilder Doddington whilst ensuring that the rewilding process is supported.

The CA will be a member of the Senior Management Team (“SMT”) which will include Claire Birch, the Project Manager and the Engagement and Learning Lead. The SMT are responsible for:

- business planning, pricing policies and marketing strategies
- financial management and administration of Wilder Connections project
- fundraising
- commissioning advisers and consultants
- Staff and HR
- Evaluation liaison
- Legacy planning

Duties & Responsibilities

- Expand our wide network of project partners from education, government bodies, nature trusts and similar organisations.
- Build on the pilot work undertaken during the development phase of the project to create a rich and inspirational engagement programme for the groups and visiting Doddington.
- Support the Wilder Connections Delivery team by identifying and creating nature based activities and experiences that will support engagement
- Ensuring that engagement and learning activities will be able to fulfil Heritage Lottery’s best practice guidance on equality, diversity.
- Produce quarterly project reports, for work undertaken and planned work, to be presented to the SLT meetings and as required for NLHF.
- Represent and be an ambassador for the Doddington Hall Conservation Charity; work to support its mission, vision and values
- Be flexible and willing to carry out other duties as may arise (commensurate with your role) to support the overall success of the Wilder Connections Project
- Work collaboratively with the Wilder Connections team and Wilder Doddington team
- Production and distribution of bespoke Field Guides with FSC
- Abide by Doddington Hall Conservation Charity’s policies, procedures and code of conduct. Always follow good working practice, and take reasonable care of your own health and safety.
- Be willing to undertake further training and professional development commensurate with your role
- Be willing to work flexibly outside normal working hours to deliver courses in evenings and at weekends, conduct early morning surveys etc.

Person Specification- Conservation Adviser

E= Essential criteria, D= Desirable criteria

Experience

- a minimum of four years' experience and proven successful track record of involvement in the management of habitats and species (E)
- An excellent working knowledge and understanding of the principles of ecology and conservation and their practical delivery in the UK. In particular, natural processes, wilding, nature recovery, conservation grazing etc (E)
- research, surveying & monitoring and techniques for nature (E), carbon and other indicators of success (D)
- experience of design and delivery of activities that connect people to nature (D)
- Providing training to others (D)
- Delivering community engagement activities (D)
- Working with volunteers/ people living with disadvantage and/ or disability (D)

Skills and Abilities-

- Good verbal and written communication skills (E)
- Computer literate- including a good working knowledge of Microsoft office suite (E)
- Ability to comfortably communicate with a diverse range of people (E)
- Professional, friendly, and confident manner (E)
- Strong organisation and prioritisation skills (E)
- The ability to deal with situations sensitively (E)
- Full valid Driving License (E)
- Experience of undertaking risk assessments (D)
- Experience of conservation grazing (D)
- Committed to the recovery of nature in the UK (E)
- Excellent species identification skills and knowledge of recording techniques (E)

Education/Training/Qualifications

- Educated to degree level (D)
- Equality, diversity and inclusion (D)
- Data protection (D)

Circumstances

- Ability to work some evenings / weekends / Bank Holidays (E)
- Ability to travel over rough/ uneven terrain and walk long distances to accompany field trips etc (E)
- Ability to lift / carry heavy objects e.g. tree stumps / logs / equipment / tools etc (D)

Application form

Please [click here](#) to access the online application form.

Or if you prefer, you can download an application form [here](#).

Deadline for applications is 9am on 29 January 2024.

Please contact david@doddingtonhall.com if you have any queries / require additional information.