

# Pine Marten Project Officer (Back from the Brink)

## Job Application Pack



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## 1.0 Applying for this Post

Please read all of the pack information that follows.

If you feel you meet the job specification and job requirements, you are welcome to apply.

Applications must be through a completed application form provided. Additional information can be submitted, for example a CV, but the application form must be completed thoroughly and not include 'refer to CV' references as the only answer in the question boxes.

Deadline for applications is **5pm on Friday 12th May 2017** by email to [elizabethcroose@vwt.org.uk](mailto:elizabethcroose@vwt.org.uk) (using the subject title 'Pine Marten Project Officer application') or by post to:

The Vincent Wildlife Trust, 3 & 4 Bronsil Courtyard, Eastnor, Ledbury, HR8 1EP

We will acknowledge receipt of applications by email. If you do not hear from us by end of 26<sup>th</sup> May, you can assume that you have not been successful as we do not send rejection letters. We also do not have the resources to provide feedback for unsuccessful candidates although we will give feedback following interviews if requested.

### IMPORTANT DATES TO SAVE:

Interviews will be held on Wednesday 7<sup>th</sup> June 2017 in north Northumberland (exact location to be determined).

*We will consider interviewing by Skype if interviewees are having difficulty in attending in person.*

## 2.0 Background to the Trust

The Vincent Wildlife Trust (VWT) is an independently funded charity that has been at the forefront of wildlife conservation for over 40 years. We are not campaigners or lobbyists; our specific niche is as an organisation that carries out pioneering research, undertakes surveys to assess how well our mammals are doing and offers expert advice to others through practical demonstration. Our work has always focused on the needs of British and Irish mammals. Currently our research is centred on the pine marten, polecat, stoat, weasel and rare bats. With regard to the latter, our particular focus has been the management of some 40 bat roosts for the greater and lesser horseshoe bats. We are, however, starting to develop other programmes of work for Bechstein's, barbastelles and grey long-eared bats.

The VWT's strategic aims are:

1. To promote the conservation of rare mammals through a greater understanding of their ecology
2. To conserve mammals through the practical management of strategically important sites
3. To advise on the needs of mammals within habitats and landscapes, working with others
4. To undertake and publish innovative applied studies on endangered mammal species.

More detailed information is available on our website: [www.vwt.org.uk](http://www.vwt.org.uk)

## 3.0 Background to the Post

### Back from the Brink programme

This project is one of several species recovery projects within the *Back from the Brink* programme (see further information below).

# Back from the Brink



We are a partnership working to prevent the extinction of threatened species in England. By pooling expertise and developing new ways of working we will put over 100 priority species on the road to recovery by 2020. We shall inspire people across the country to discover and care for threatened animals, plants and fungi. Our legacy will be to share experience and success so that populations of threatened species are restored to more landscapes.

We are working with landowners, land managers, volunteers and communities as a coalition for action to complete the £7.7 million programme of work needed to give these species a better future. A series of 7 integrated and 12 single species projects will deliver our aims in locations spread across England. Along with our national engagement these projects will inspire the public to champion species recovery.

## Programme Aims & Priorities: *Back from the Brink...*

- 1. ...is focused on conserving the highest priority threatened species across a series of nationally important landscapes**  
By improving habitat condition and connectivity, and reintroducing species where necessary  
To enable targeted species to make steps to recovery - increased abundance, distribution and resilience
- 2. ...is working together to provide integrated action and advice for species assemblages**  
By combining knowledge and best practice for multiple species groups, and sharing and developing skills  
To demonstrate a new way of working – collaborating to give species their place in landscape scale conservation
- 3. ...is inspiring a movement of people to discover, value and act for England's threatened species**  
By sharing stories and experiences, finding out why species matter to them, and helping people to get more involved  
To increase the relevance of the conservation of England's threatened species to the lives of many more people

### Our Integrated Projects

*Addressing needs of threatened species in key habitats and landscapes*

Adding Diversity to Dorset's Heaths - *Heathland*  
Ancients of the Future - *Deadwood*  
Colour in the Margins - *Arable*  
Cotswolds - *Limestone Grassland*  
Gems in the Dunes - *Dunes*  
Restoring Rockingham Forest's Species - *Woodland*  
Shifting Sands - Securing a Future for the Brecks

### Our Species Recovery Projects

*Focussed work to conserve threatened species*

Barberry Carpet Moth  
Black-Tailed Godwit  
Grey Long-Eared Bat  
Lesser Butterfly Orchid  
Cornish Path Moss  
Field Cricket  
Ladybird Spider  
Little Whirlpool Ramshorn Snail  
Narrow-headed Ant  
Pine Marten  
The Shriill Carder  
Willow Tit

### Inspiring a Nation...

*...to discover, value and act for threatened species*

High profile website & social media campaigns  
Inspiring photostories of threatened species & their care  
Film festival of community created photostories & videos  
Community Arts programme & exhibition  
Land management training  
Individual giving programme  
Millennium Seedbank collection  
Volunteer mentoring programme

## The programme in numbers:

- 20 species saved from extinction in England.
- 92 more threatened species with improved conservation prospects.
- 112 more threatened species benefit from our work.
- 1,290,000 people reached by the programme).
- 59,400 people engaged directly
- 5,850 people taught new skills
- 8,600 people learn skills indirectly
- 2,930 volunteers undertake 7,030 work days

### Contact for Further Information

David Hodd  
 Programme Manager – Back from the Brink  
 Resilient Landscapes and Seas - Strategy Implementation  
 Natural England

[David.hodd@naturalengland.org.uk](mailto:David.hodd@naturalengland.org.uk)

Tel: 020822 57689

[www.naturebackfromthebrink.org](http://www.naturebackfromthebrink.org)

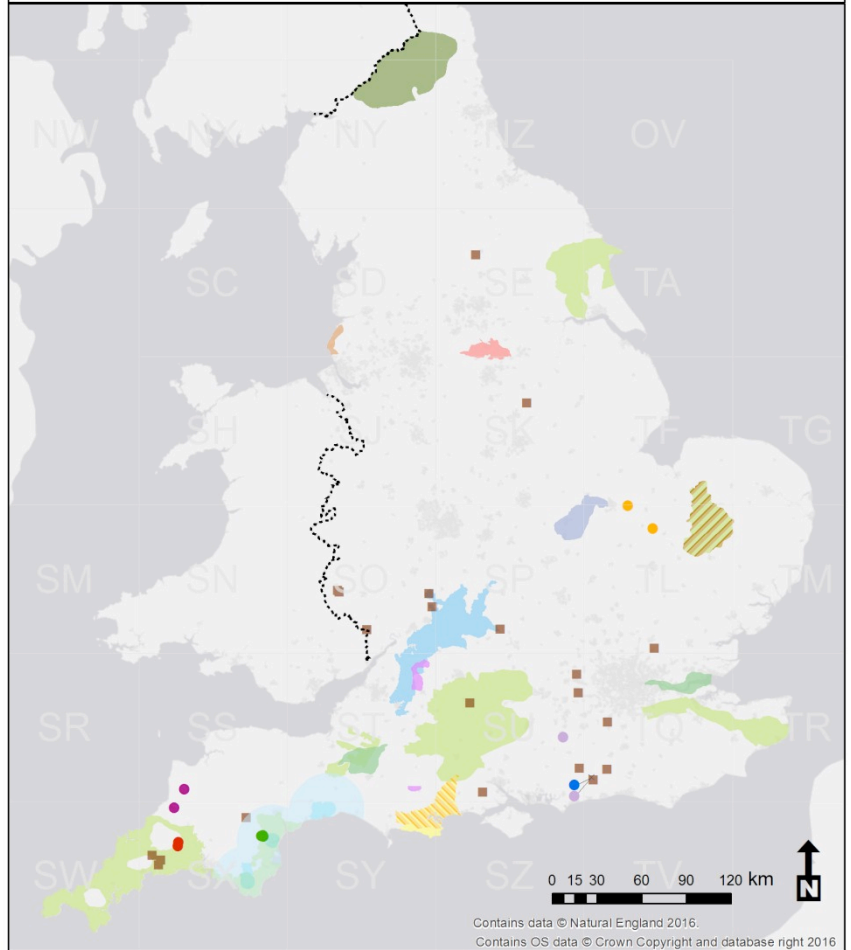
## Back from the Brink Programme Overview

### Integrated Projects

- Ancients of the Future
- Adding Diversity to Dorset Heaths
- Colour in the Margins
- Cotswold Limestone Grassland
- Gems in the Dunes - saving Sefton's wildlife
- Restoring Rockingham's Species
- Shifting Sands - securing a place in the Brecks

### Single Species Projects

- Black tailed godwit
- Cornish path moss
- Field cricket
- Lesser butterfly orchid
- Little whirlpool ramshorn snail
- Narrow-headed ant
- Barberry carpet moth
- Grey long-eared bat
- Ladybird spider
- Pine marten
- Shriill carder bee
- Willow tit



Working together as the 2020 Group of Species Organisations

In partnership with & funded by



## Pine martens in northern England

Pine martens were once common and widespread across Britain but declined dramatically during the 18<sup>th</sup> and 19<sup>th</sup> centuries and became restricted to north-west Scotland and small pockets in northern England and Wales. The population in Scotland is now recovering and expanding its range and it is likely that in the near future, parts of northern England (Northumberland and Cumbria) with suitable habitat will be re-colonised by pine martens spreading southwards.

The aim of the project is to pave the way for the recovery of the pine marten in northern England as the population spreads south from Scotland. Targeted sites in Northumberland and Cumbria will be surveyed, with help from a network of pine marten volunteers, to establish the presence and distribution of pine martens and monitor re-colonisation from Scotland. Woodland habitat will be enhanced for pine martens by installing artificial den boxes to provide resting and breeding sites.

The project will raise awareness of pine martens by delivering talks, training workshops for volunteers and landowners, and providing opportunities for local people to get involved in survey and monitoring work. A key aspect of the project will be engagement with local communities, landowners and land managers to raise awareness of the pine marten and offer opportunities for them to get involved in survey and monitoring work.

## 4.0 Our Work on Pine Martens

The Vincent Wildlife Trust has been engaged in pine marten conservation and research for over 30 years. Much of this work has focused on understanding the status and distribution of pine martens in the UK and Ireland. During 2008-2011, the VWT completed a project entitled 'Prospects for Pine Martens' which gathered evidence on the status of pine martens in England, resulting in the first unequivocal records of pine martens in northern England for a decade. Subsequently, a pine marten strategy was produced in collaboration with stakeholders such as statutory bodies and conservation NGOs. The VWT is currently carrying out a Pine Marten Recovery Project and reinforcing the pine marten population in Wales through the translocation of martens from Scotland. This past and existing work carried out by the Trust will provide a base on which the Back from the Brink programme will build.

## 5.0 Ideal Candidate Profile

- A degree (or equivalent) in biological sciences, wildlife conservation or a related discipline.
- Preferably two years' experience in a wildlife conservation role with a combination of practical fieldwork and communication or engagement work.
- Excellent interpersonal skills at all levels with experience of working with members of the public and engaging a variety of audiences.
- An enthusiastic, outgoing and self-motivated individual with initiative and the ability and determination to carry out field work in a challenging environment.
- Experience of working with volunteers and landowners.
- Some knowledge of pine marten, or mammal, ecology.
- IT competent, preferably familiar with experience of datasets and mapping systems.
- Experience of working in the remote field locations and of working on their own, adhering to health and safety working practices.
- A full clean UK driving licence.

## 6.0 Job Description

**Job title:** Pine Marten Project Officer  
**Salary:** Officer Grade 2, £20,000 pro-rata  
**Fixed term contract:** 4 years (20 hours per week)  
**To be employed by:** The Vincent Wildlife Trust

**Start date:** Preferably July 2017 or as soon as possible (with flexibility for the right candidate).

**Location of job:** Home-based with travel required to various locations in Northumberland and Cumbria.

**Responsible to:** Mustelid Conservation Officer

### Job purpose:

To deliver the objectives of the *Pine Marten (Northern England) species recovery project*. This project focuses on monitoring the recovery and re-colonisation of pine martens in northern England and raising awareness of the pine marten by engaging with local communities and landowners.

This project is one of several species recovery projects within the *Back from the Brink* programme (see further information about *Back from the Brink* in section 3.0).

### Main responsibilities:

- Monitor the recovery and re-colonisation of pine martens in northern England.
- Establish a network of pine marten volunteers to assist with pine marten survey and monitoring work.
- Carry out field surveys at targeted sites to establish the current presence and distribution of pine martens in northern England (using established field techniques including scat surveys and camera traps).
- Raise awareness of pine martens and prepare local communities and landowners for pine marten recovery, through talks, workshops and publicity.
- Enhance habitat for pine martens by installing and monitoring artificial den boxes.
- Report regularly on progress and outcomes of the project and provide updates to Natural England and Heritage Lottery Fund, as per the funding requirements.
- Liaise with The Vincent Wildlife Trust's Mustelid Working Group, and involve staff and VWT volunteers in the project as appropriate.

### Other duties:

#### Finance

a) To work with the Mustelid Conservation Officer and other staff to ensure that the project is delivered within budget, keeping accurate records of expenditure that can be attributed directly to project costs.



b) To liaise with the Finance Officer on budget and cash-flow/payment issues.

### **Office, training and personnel**

- a) To attend training courses that further the Trust's and personal development needs.
- b) To be familiar with and abide by the Trust's policies and procedures.
- c) To provide training and/or mentoring to volunteers.

### **General**

- a) Carry out other duties as from time to time required by your line manager or the chief executive.
- b) Present a friendly, professional, competent and tidy personal image.
- c) Keep Health and Safety matters as the over-riding determinant at all times and in all circumstances.

### **Value Statement**

The Trust expects its staff to carry out their duties in a way that consistently exceeds the regulations and expectations of society at large in matters legal, ethical and environmental. Our aim is to ensure all resources are utilised effectively and efficiently. You will be expected to apply sound value for money principles in undertaking purchasing or supply of goods and services. The Trust will ensure that its staff receive appropriate training and development based on a documented personnel annual appraisal.

## **7.0 Training and Development**

As part of its commitment to investing in its people, The Vincent Wildlife Trust trains and supports its staff in the delivery of their duties and in continued professional development. Advice will be given in drawing up a personal development plan and all suggestions will be considered according to resources available and the over-riding priorities of the Trust.

## **8.0 Outline Conditions**

This post is part-time 20 hours per week and subject to a six-month probation period. Core hours of employment will be Monday to Friday, 9.30am to 4.00pm - flexibility either side of these hours is permissible according to personal preferences. Due to the nature of the Trust's work, evening or weekend work is usually necessary for which time off in lieu is given. A contributory pension scheme is in operation and the post holder is entitled to 12.5 days paid leave per year in addition to public holidays.

All staff are required to work within the policies and procedures of the Trust, to work harmoniously with each other and to provide appropriate assistance and advice to colleagues when desirable for the effective undertaking of their respective responsibilities, and to undertake other duties appropriate to the post as delegated by their line manager. A willingness to be flexible about working arrangements is desirable in order to maintain organisational effectiveness.

## 9.0 Office Location and Travel Requirements

The project officer will need to be self-sufficient and based within Northumberland or Cumbria within easy travelling distance of key field sites in the north of these counties. A car in good working order is essential for this post and will need to be provided by the project officer - a generous mileage rate and a vehicle rescue package is provided by the Trust. The project officer will need to be home based (home allowance will be provided) as there is no VWT office or staff based in the project area. Visits to the VWT head office in Herefordshire will be required from time to time and other locations for meetings with Natural England. The job will involve an element of lone working and will occasionally necessitate working long days and unsociable hours.

## 10.0 Other Requirements

A valid driving licence and adherence to defensive driving practices.

The job will be physically and mentally demanding with an element of long working and, occasionally, long days of fieldwork or travelling.

## 11.0 Funder Requirements

This job has been initiated as a result of significant funding secured from Heritage Lottery Fund as part of the Back from the Brink programme. The project officer will be responsible for providing information and updates as per the funder requirements.



## 12.0 Back from the Brink – a note to candidates



### Saving species is in our gift, but only if we work together

Thanks for your interest in working on the Back from the Brink programme. This 4 year HLF funded programme is a necessary shift in gear for species conservation in England.

Securing the long term conservation of our threatened species is not a task that is in the gift of any one project officer, organisation or indeed sector. Back from the Brink in achieving fantastic conservation for over 100 species, will inspire a nation to discover, value and act for threatened species. But the partnership behind it has recognised that to address species decline we need to be far more collaborative in our approach to thinking and doing conservation work than our business as usual approach provides. To achieve this partners on Back from the Brink will embark on a process of cultural change.

### What will this change look like?

- If you are working on our integrated projects, success will mean conserving a multi-taxon assemblage of threatened species, not just the taxon group for which your new employer is well known for.
- As well as programme partners, your project will engage with a wide range of delivery partners - often other conservation organisations with particular expertise - with whom collaborative approaches to working will be crucial.
- All projects will work with communities, landowners and volunteers to help develop their commitment to looking after threatened species in the long term.
- Staff at several levels within each organisation will pursue personal development plans that improve collaborative ways of working
- Programme evaluation will identify and promote to the whole sector the successes secured by more collaborative ways of working, and how challenges were resolved.

### Interested in taking up this challenge?

Taking up a post on the Back from the Brink programme will mean you will be working for one of England's foremost nature conservation organisations. But more than this, you can expect to work closely with programme colleagues across many different organisations, sharing knowledge, networks, expertise and working to make the most of each other's' strengths. If you want to embrace this journey as we inspire others and bring threatened species back from the brink, then we'd love you to join the team.

David Hodd  
Programme Manager - Back from the Brink  
[www.naturebackfromthebrink.org](http://www.naturebackfromthebrink.org)  
18<sup>th</sup> April 2017

Working together as the 2020 Group of Species Organisations

In partnership with & funded by

A collection of logos for various conservation organisations. From left to right: amphibian and reptile conservation (with a lizard icon), Bat Conservation Trust (with a bat icon), buglife (with a spiral icon), Bumblebee Conservation Trust (with a bumblebee icon), Butterfly Conservation (with a butterfly icon and tagline 'Saving butterflies, moths and our environment'), Plantlife (with a plant icon), rspb giving nature a home (with a bird icon), and NATURAL ENGLAND (in a green box).

