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**About us**

Yorkshire Wildlife Trust is one of the region’s largest and oldest charities, starting life by taking on the ownership and management of Askham Bog nature reserve on the edge of York in 1946. It is one of the 46 Wildlife Trusts and the *Royal Society of Wildlife Trusts* that together collectively form *The Wildlife Trusts Partnership*. Together, they are biggest organisation in the UK working solely for nature.

Today, we employ more than 160 staff, work alongside over 800 volunteers and up to 50 trainees and are supported by nearly 44,000 members. We manage over 100 nature reserves covering just over 3,000 ha of land and work with many other land managers assisting them to improve wildlife on their land. We involve people in nature conservation through the simple inspiration of visiting a Trust nature reserve, through events, environmental education and community involvement. We communicate and advocate for nature across all of Yorkshire, not least through commenting on over 400 planning applications each year.

Our mission is to ***restore wildlife by making Yorkshire wilder together.***In pursuit of ourvision where, ***Yorkshire is rich in wildlife for the benefit of everyone with more wildlife, more wild places and more people having a strong connection to nature.***

In 2020/21 we refreshed Yorkshire Wildlife Trust’s Strategy, to be bolder in our ambitions for a Wilder Yorkshire, from 2021 to 2025, we will focus on five delivery themes to:

* + Restore and Grow Wild Places;
  + Partner for a Wilder Yorkshire;
  + Create a Wilder Future;
  + Foster a One Trust culture; and to
  + Be Financially Strong and Sustainable

# The North team are part of the North and East Operations Directorate and deliver all aspects of Yorkshire Wildlife Trust’s charitable work within North Yorkshire. The team covers terrestrial activities from the North Yorkshire coast, across the North York Moors, across the Vale of Mowbray, to the Yorkshire Dales and west to the Lancashire border.

# The team looks after over 30 nature reserves and two farms within this patch and works on a variety of projects in the wider countryside. This project assistant will work to implement the Ingleborough Nature Recovery Project, rewilding large swathes of the Ingleborough Massif, located in the Western Yorkshire Dales.

# The post-holder will report to the Wild Ingleborough Project Officer but deliver a programme of work developed and managed by the Wild Ingleborough partnership made up of Natural England, the University of Leeds, United Bank of Carbon, the Woodland Trust and the World Wide Fund for Nature. The work will involve restoring boundaries such as dry stone walls and top netting, tree planting and other rewilding measures across large areas of hillside, including limestone pavement. There are new access trails, gates, stiles and information signs to be built and you will assist other staff and contractors with the management of livestock.

# Job Description

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| Job Title: Wild Ingleborough Project Assistant |  | |
| Responsible To: Wild Ingleborough Project Officer | |  |
| Responsible For: Volunteers, trainees and contractors | |  |
| Location/Based at: Natural England office, Chapel-le-Dale, North Yorkshire | |  |

## Main Purpose of the Role

* The role holder will help the Project Officer to deliver an ambitious work programme in conjunction with existing staff from Natural England and Yorkshire Wildlife Trust on the Ingleborough Massif. The work will include restoring dry stone walls and installing fencing, working with volunteers and contractors to plant trees and protect plantations with fencing and develop visitor access and interpretation. There will also be some livestock management work.

## Tasks and Responsibilities

**Nature Reserve Management**

* Deliver practical habitat restoration tasks to fulfil the project work programme including dry stone walling, tree planting, invasive species control and fencing.
* Deliver access improvement works, such as trail building, gate and interpretation installation.
* Support the management of livestock which are used to graze the site.
* Ensure built structures such as gates, fencing and walls are maintained to a high standard.

**Engagement**

* Work with and support the local volunteer teams to deliver aspects of the project work programme including habitat management, access improvements and monitoring.
* Assist with and sometimes deliver walks and talks to the wider public in order to raise the profile of and support for the partnership and work programme.

**Monitoring**

* Assist YWT, Natural England and University of Leeds with their monitoring programmes for the Ingleborough Massif, complementing the wide range of work that is already taking place in the National Nature Reserve, with a focus on the newly acquired land and areas that are being rewilded.
* Contribute to reports to partners to summarise collected data to inform the direction of the project.

## Other

* Promote the Trust and partner organisations whenever possible.
* Demonstrate our Trust values every day behaving with courage, respect, and integrity whilst trusting others and taking responsibility for your actions at all times.
* Support and promote the Trust’s commitment to equality, diversity and inclusion.
* The Trust is committed to safeguarding and promoting the welfare of children, young people, and adults at risk and expects all staff and volunteers to share this commitment.
* Abide by all Trust policies.
* Undertake any other duties as requested by your line manager and in line with the post.

# Person Specification

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| **Experience** | **Essential/Desirable** | **Assessed by: Application /Interview/ Test etc** |
| Worked/volunteered within the environmental sector for two years | Essential | Application/Interview |
| Practical habitat management | Essential | Application/Interview |
| Use of power tools, hand tools and machinery for nature conservation | Essential | Application/Interview |
| Livestock Management | Desirable | Application/Interview |
| Project management | Desirable | Application/Interview |
| Financial management | Desirable | Application/Interview |
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| **Knowledge and Skills** | **Essential/Desirable** | **Assessed by: Application /Interview/ Test etc** |
| Ecology and nature conservation, including rewilding techniques | Desirable | Application/Interview |
| Good knowledge of upland natural history to inform habitat management | Desirable | Application/Interview |
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| **Personal Qualities** | **Essential/Desirable** | **Assessed by: Application /Interview/ Test etc** |
| Self-motivated, passionate about working in nature conservation | Essential | Application/Interview |
| Physically-fit, happy to work in remote areas in inhospitable weather conditions | Essential | Application/Interview |
| Positive, flexible attitude | Essential | Application/Interview |
| Personable, friendly manner, able to engage with a wide range of people | Essential | Application/Interview |
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| **Essential Qualifications/Requirements** | **Essential** | **Assessed by: Application /Interview/ Test etc** |
| Driving licence requirement in order to regularly travel to our remote sites and reserves | Essential | Application |
| Qualification in an environmental or conservation topic | Desirable | Application |
| Qualified to use a brushcutter/strimmer | Desirable | Application |
| Qualified in First Aid | Desirable | Application |
| Qualified in 4x4 driving | Desirable | Application |
| Qualified in Sit-in ATV | Desirable | Application |
| Qualified in Sit-Astride ATV | Desirable | Application |
| Qualified in trailer towing (B&E category and/or training by qualified trainer) | Desirable | Application |

## Terms and Conditions

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| Salary: | £19,445 per annum |
| Hours: | 35 working hours per week, Monday to Friday.  The nature of the post’s duties may occasionally require early morning/evening and/or weekend work.  Paid overtime is not available, but time off in lieu will be given for essential additional hours worked. |
| Contract | Fixed Term until 30th June 2024. A probationary period of 6 months applies, during which you will be required to complete all essential, mandatory training. |
| Flexibility: | Whilst ensuring the needs of the business and the role are met, the Trust endeavours to meet the flexible working needs of its employees. Depending on the nature of the role, the Trust offers hybrid working (a mix of office and at home). |
| Holidays: | 25 days per annum in addition to national public holidays, plus 3 additional office closure days between Christmas and New Year (pro rata for part time employees). |
| Pensions: | You may be eligible to be auto enrolled into the Trust’s Group Flexible Retirement plan. Terms of the scheme are available on request from finance. |
| Cycle to work scheme: | The Trust runs a Cycle to Work Scheme. |
| Employee Assistance Programme: | The Trust provides an Employee Assistance Programme. This is a confidential service which aims to provide staff with support for a range of issues. |
| Health Questionnaire: | You will be asked to complete a health questionnaire in order to identify and support or adjustments you may require. |
| Equal Opportunities: | Yorkshire Wildlife Trust is committed to equal opportunities and appoints on merit. We welcome applicants from all sections of society regardless of gender, sexual orientation, race, disability, marital status, age and religion, perceived community background or political beliefs. |
| Place of Work: | The post will be based at Natural England office, Chapel-le-Dale, North Yorkshire. |
| Travel: | Public transport is encouraged although pool vehicles are available. In exceptional circumstances the use of the employee’s own vehicle may be necessary for business use, at a mileage rate of 40p per mile. |
| Training: | The Trust is fully committed to personal development and training. |
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