



**Warwickshire**  
Wildlife Trust

# Recruitment Pack

[warwickshirewildlifetrust.org.uk](http://warwickshirewildlifetrust.org.uk)

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Thank you for your interest in a role at Warwickshire Wildlife Trust.



Warwickshire Wildlife Trust has embarked on an ambitious ten-year strategy. By 2030 we want to have put wildlife into recovery by creating more space for nature, with more people on nature's side to achieve our vision of a thriving natural world.

The 2023 State of Nature Report highlighted the continuing devastating loss of UK nature. One in six species are at risk of becoming extinct in Great Britain, whilst widespread animals and plants such as swifts, hedgehogs, and chamomile are becoming rarer. Our wildlife is slipping through our fingers.

We must act fast, with ambition, and at scale. Warwickshire Wildlife Trust is here to put nature into recovery, and we need your help. By joining our organisation you will be making a unique contribution to an incredible mission. People are at the heart of everything we do here, and you can view the many benefits offered to Warwickshire Wildlife Trust staff in this pack.

We look forward to receiving your application.

A handwritten signature in blue ink that reads "E. Green".

Ed Green, CEO of Warwickshire Wildlife Trust

[Click to read  
our 2030  
strategy](#)



**Warwickshire Wildlife Trust is one of 46 Wildlife Trusts. Established in 1970, we are a grass roots organisation governed by 14 Trustees elected from a membership of 28,000 people, 99% of whom live in the county, and supported by 700 active volunteers.**

We manage an estate covering 1,000 hectares in Warwickshire, Coventry and Solihull and no one living or working in that area is more than 6 miles from one of our 67 nature reserves.

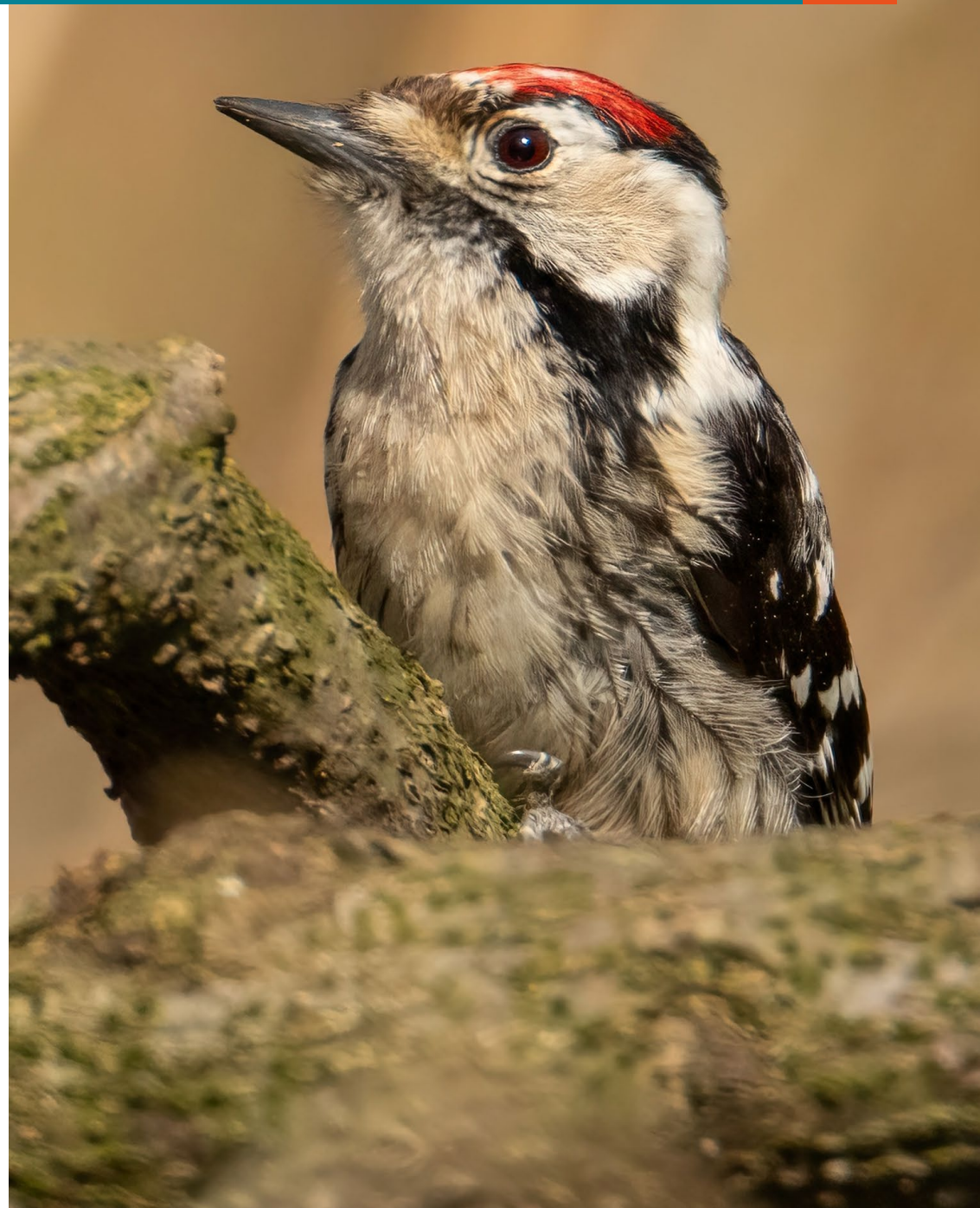
Amongst the Wildlife Trusts we are unique in the amount and proportion of income which is earned through commercial operations conducted by a wholly-owned subsidiary company, [Middlemarch Environmental Ltd](#). We established Middlemarch in 1991 and it has grown to become one of the largest natural environmental consultancies in the UK, operating over the whole of the country.

As members of the influential network of Wildlife Trusts, we are part of a collective covering the whole of the UK with 900,000 members, 32,500 volunteers, 2,500 staff and 600 Trustees, all working together through a central unit, the Royal Society of Wildlife Trusts (TWT).

Together we are on a mission to restore a third of the UK's land and seas for nature by 2030.

**Our Purpose: To bring wildlife back, and to help people act for nature.**

**Our Vision: A thriving natural world where wildlife plays a valued role in addressing the climate, ecological and human health emergencies.**



# Our approach

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We are ambitious in our desire to reverse the decline in nature. We speak with a bold and confident voice, telling the truth about the state of nature and what needs to be done to put it in recovery.

As part of a grassroots movement, we are firmly rooted in our local communities where we look after wild places and increase people's experience of the natural world.

We look to establish common cause and work in partnership with others, to develop new ways to do what's right for nature and deliver impact in support of our vision.

We demonstrate what is possible, and inspire and enable people from all backgrounds to bring about our vision with us, embracing diversity in our society to change the natural world for the better.

As part of the UK network of Wildlife Trusts we work to ensure that our local actions add up to have a collective impact and help address global issues.



## Love for Nature

Our love and respect for the intrinsic value of nature sits at the core of our skilled, motivated, and dedicated team. We will always ensure that our work and partnerships are driven by what's right for nature.

## Evidence-led innovation

We are evidence-based and solution-focused, working with partners and communities seeking innovative solutions to maximise our contribution and impact for nature.

## Strength in diversity

We are one movement, comprised of 46 independent and unique Wildlife Trusts who hold unparalleled knowledge of the wildlife and natural systems within their local communities.

## Enthusiasm

A focused passion steers us to where we are uniquely placed to deliver the most impact for wildlife, enabling us to work enthusiastically with purpose and focus.

## Integrity

We are committed to transparency and inclusivity within our actions and projects, co-designing to deliver the greatest impact for nature. We will always uphold our values and beliefs and speak truth to power.

## Respect

We work with respect for nature, people, and diversity. We work collaboratively and champion inclusion and diversity within our communities, being locally sensitive whilst ensuring that we have impact beyond our borders.



## General information for the post:

**Selection and Assessment:** The candidates who appear to best meet the person specification will be invited to attend for interview. We recommend that applicants pay particular attention to demonstrating how they meet the person specification on the application form. The assessment will consist of an interview designed to give candidates an opportunity to demonstrate their skills and suitability for the post.

**Appointment:** All our offers of employment are made, subject to some pre-employment checks including: Satisfactory References, checks on eligibility to work in the United Kingdom, Checks on relevant certificates. Due to the anticipated level of contact with children or other vulnerable members of society involved with this role, a satisfactory Criminal Records Bureau/ Independent Safeguarding Authority check is required.

**Salary :** Your salary will be based on your skills, knowledge and experience. You will be paid monthly in arrears by credit transfer to a bank or building society account.

**Hours of Work:** Our employees work a 35-hour week (full time). In view of Warwickshire Wildlife Trust's work, employees can be called upon from time to time to work a reasonable period outside of the set hours. No overtime will be payable but a flexi time policy and TOIL is in place.

**Holiday Entitlement:** Our holiday year runs from January to December. Full time employees get 25 days holiday per year plus bank holidays. For permanent members of staff this increases to 27 days after 2 years and 28 days after 5.

**Pension:** You will be automatically enrolled in the Warwickshire Wildlife Trust Stakeholder Pension Scheme if you meet the eligibility criteria, though you may opt out. The employee contributes 4.5% of salary and the Trust as the employer contributes a further 6% to the scheme.

**Notice:** If you choose to leave the Trust you will be required to give three months' notice.

**Equal Opportunities:** Warwickshire 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.

