

Applicant information pack

Introduction



Dorset
Wildlife Trust



Thank you for the interest you have shown in working for Dorset Wildlife Trust.

Dorset is a county rich in wildlife and nature, with ancient heathlands and downlands, wildlife-rich farmland and an outstanding marine environment; few other places can rival its diversity. Our 42 nature reserves represent all of the major habitats found in Dorset, providing important sources of biodiversity and open access green space for our communities.

We are responsible for great heathland nature reserves such as Upton Heath and Winfrith and Tadnoll heaths in the east, meadows including those within the Kingcombe National Nature Reserve in the west, chalk downland at Fontmell Down, and woodland at Ashley Wood in the north. We also have highly specialised habitats such as the lagoon on Brownsea Island as well as coastal habitats such as those at West Bexington.

However, the world is facing two enormous crises. Climate change and environmental degradation are driving an ecological crisis that threatens everyone's quality of life and Dorset is not immune to the impacts of these crises. Given the chance, nature can help to address climate change but we need to reconnect people with nature and make more space for wildlife. Our work is more vital than ever!

Dorset Wildlife Trust is a great place to work, our friendly and welcoming team is passionate and dedicated to building a Dorset richer in wildlife for everyone. As you read the information in this pack, and perhaps visit the [Dorset Wildlife Trust website](#), I hope you will be inspired by the opportunity to show us what you can bring to our team. We look forward to receiving your application and hope to meet you soon.



Brian Blease, Chief Executive

Brian



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About us



Dorset Wildlife Trust is the leading charity dedicated to nature conservation in Dorset.

From small beginnings in 1961 based entirely on voluntary effort, we now have over 27,000 members, 42 nature reserves, four visitor centres and a thriving programme of outreach with communities.

As a business we have grown and now have 80+ employees, but we have never lost our volunteer ethos and rely on the support of thousands of people to help us to look after wildlife and wild places in Dorset.



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Working with us



Dorset
Wildlife Trust

What **Dorset Wildlife Trust** staff say about working here...

“

I like the variety of my role, the team I work with, and the flexibility of hybrid working.

Lovely to be part of such a passionate and friendly group of people working towards a common and highly worthwhile goal.

Not only are we champions for nature we are also champions for equality, diversity and inclusion.

Staff are treated as equals and there is a good relationship between senior management and staff.

”

If you are passionate about wildlife and the environment, working for Dorset Wildlife Trust to protect wildlife and enhance our green spaces could be one of the **most rewarding jobs for you.**

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Staff Benefits



Dorset
Wildlife Trust

There are a number of benefits of working for Dorset Wildlife Trust.

Flexible working

We operate a hybrid working model, offering part home working and part office working, and encourage flexible working arrangements where we are able to do so.

Pay and pension

- Our salaries are single point salaries within each grade, and are regularly benchmarked.
- We have a pension plan of 7%, with 5% employer contribution and 2% employee contribution.

Holidays

32 days per year, rising to 37 days per year (pro rata for part time staff).

Volunteer days

All staff are granted one volunteer day annually.

Staff wellbeing

- Employee Assistance Programme
- Social activities
- Team days
- Mental health first aid programme
- Active Staff Liaison Group, bringing innovative suggestions and ideas to the workplace environment.

Training and development

We offer regular in-house training available to all staff, plus the opportunity for external training and qualifications for role-specific requirements.

Values

We are an inclusive employer, recognising and valuing our staff as individuals and providing everyone with a voice in how we are run.

I really enjoy the opportunities that enable me to go out and see our amazing nature reserves, even though my job [is] an office role.

The family-friendly, flexible working culture is so welcome, and I love that we can have dogs in the office!

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Team Structure



Responsibility for day-to-day operations and financial management of **Dorset Wildlife Trust** lies with the Chief Executive and four directorates.



Finance and Resources

Manages all aspects of the Trust's financial performance, administrative function, IT, HR and facilities.

Nature-based Solutions

Work with land managers, communities and partner organisations to build support and action for wildlife.

Nature Recovery

Responsible for the maintenance and development of nature reserves and visitor centres.

Fundraising and Marketing

Supports and develops fundraising, membership and marketing activities with the emphasis on generating sources of income for the Trust.



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Our Reserves



We manage 42 nature reserves for wildlife and people across the whole of Dorset.

We also work with other organisations and landowners to protect and connect wildlife sites across the county.

We aim to inspire local communities and young people to care for wildlife where they live.



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Our Facilities



In addition to the beautiful nature reserves we care for, **Dorset Wildlife Trust** has six centres which provide a base for office working environments, as well as visitor centre facilities.

Visitor Centres



Kingcombe Visitor Centre is the gateway to the stunning Kingcombe National Nature Reserve, incorporating Kingcombe Meadows and Powerstock Common nature reserves, where you can enjoy exploring the unspoilt countryside and ancient woodland.



The Fine Foundation Wild Seas Centre at Kimmeridge showcases Dorset's marine protected areas and hosts numerous activities and events throughout the year, offering snorkel trails, beach cleans as well as an aquarium showcasing what can be found on the seashore.

Wildlife and Wetland Centre on Brownsea Island is currently undergoing a huge refit as part of the Wild Brownsea project and is home to some of our Brownsea staff. It will feature visitor centre facilities including exhibitions and a nature lab.



The Fine Foundation Wild Chesil Centre, situated by the Fleet, the UK's largest tidal lagoon and a vital marine protected area, offers exhibits on local history and unique wildlife. Ideal for birdwatching, marine exploration, and learning about protected species found along the world-famous Chesil Beach.



Other Centres

The Urban Wildlife Centre on Upton Heath in east Dorset is surrounded by rare heathland wildlife. The Centre hosts staff and volunteers who carry out vital conservation work, while inspiring people of all ages to explore and connect with nature.

Brooklands Farm, situated four miles north of Dorchester, is Dorset Wildlife Trust's HQ and provides the office base for many roles. The building is beside a restored hay-meadow, a haven for wildflowers, beetles and butterflies.

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Our Projects



Wild Woodbury – England's first ever community rewilding project

In a bid to tackle the ecological and climate crises, Dorset Wildlife Trust acquired **Wild Woodbury**, a 170 hectare site near Bere Regis. The site showcases sustainable land management through rewilding and natural regeneration techniques. The project aims to give wildlife much-needed space to spread and regenerate and also giving the community new space and opportunities to connect with nature.

**Wild Woodbury
is providing space
and opportunities for
local people to engage
with nature**

There are three key objectives for this project.

Tackling the ecological crisis

Along with our national federation of wildlife trusts, we want to see 30% of land being managed in a way that is beneficial to nature in the UK by 2030. Restoring this land and helping mitigate nitrate pollution in Poole Harbour will make more space for nature as well as showcasing natural regeneration and wetland restoration.

Fighting the climate crisis

Restoring nature increases the amount of carbon held in healthy soils, new woodlands and wetlands. Restoring the River Sherford has created a wetland landscape which helps to alleviate flash flooding and stores more carbon.

Engaging with the local community

We aim to help local communities better connect with nature on their doorstep. Dorset Wildlife Trust has worked hard to involve the Bere Regis community with planning the site's future, to ensure their voices are heard and they receive real benefits in community, health and economic terms.



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Our Projects



Lyscombe

We have recently acquired over 335 hectares of land at Lyscombe, north-east of Dorchester. Here we have wonderful chalk downland requiring traditional management, mixed with land that has been managed more intensively to the exclusion of biodiversity. We will be using natural regeneration techniques to 're-wild' these areas to greatly extend the existing wildlife interest, in much the same way we have done at our Wild Woodbury community rewilding site near Bere Regis.

Supported by the Species Survival Fund, our vibrant reserves and engagement team are looking after this land as well as helping neighbouring landowners to enhance the wildlife habitats on their land to create landscape-scale nature recovery networks.



Our management approach blends natural regeneration and rewilding with traditional conservation management techniques

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Our Projects



Beavers in Dorset

In 2021, Dorset Wildlife Trust released a pair of Eurasian beavers into an enclosed site in Dorset. Beavers were welcomed back for the first time in over 400 years. This followed several years of preparation, including installing a specialist fence and recording baseline data with experts from the University of Exeter and Wessex Water. These beavers have bred several times and the family has had a significant impact on the site, which is being monitored in detail as part of this scientific study.

Beavers are known as 'nature's engineers' and their activities, including wetland management through creation of dams and channels, and their feeding activities, have the potential to increase biodiversity, filter water and even reduce flooding by slowing the rate of water flow in times of high rainfall.

Our project has also enabled us to show others what beavers do, and many people have seen the site and had a chance to discuss the impacts of beavers, both benefits and challenges. We have taken our learning out to discussions with land managers and communities about living alongside beavers.

This landmark project led by Dorset Wildlife Trust was the first of its kind for the county



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How to apply



Email your application

To apply for a post, please download and complete the application form from our [website](#) and then email it to: **recruitment@dorsetwildlifetrust.org.uk**

Enquiries

If you require further information regarding any vacancy you see on the website, please call **01305 264620**

