



# Impact and Knowledge Lead

08/04/24



Creating local permanent woodland

## Come and work with us

Avon Needs Trees (ANT) is a registered charity creating new, permanent woodland throughout the Bristol-Avon catchment to fight the climate and ecological emergencies.

We fundraise to buy land to create woodlands that will stand for generations, locking up carbon, boosting local biodiversity, and providing natural flood management as well as publicly accessible green space where appropriate.

ANT was founded in 2019 by environmentalist Nikki Jones and a small band of volunteers. They were concerned by how deforested our area had become and that no charity existed to buy land in our catchment to guarantee the permanence of new woodlands.

Since our formation in 2019, we have had two incredibly successful projects in Wiltshire, purchasing two sites of 47 acres, planting and caring for 22,000 native trees with the help of hundreds of volunteers from local and surrounding communities.

In 2023 we started planting Great Avon Wood; a ground-breaking partnership with the Forest of Avon Trust. With over 100 acres of land and 40,000 trees to plant and care for, this is our most ambitious project yet. We have also planted Ed Woods, our first Land Partnership venture, which means we are working with the site landowners to create permanent woodland.

We are in the process of buying 420 acre Wick Farm to create Lower Chew Forest, the biggest new woodland in the South West in a generation, and preparing to lead Landscape Recovery across a wide area of the Chew Valley.

## Our Values

**Ambitious:** Our people are nimble and take opportunities, take urgent action to tackle the climate and nature emergencies, are bold in our ambition and scale

**Reasoned:** We are thoughtful, ethical and reasoned in how we deliver our ambitions

**Positive:** We are optimistic about the future and our ability to shape it, meeting our mission and challenges with positivity

## Working with us

- Flexible working with an employer with a proven record of sensitivity to range of personal circumstances and needs
- Hybrid working, based on a 35-hour (full time) working week
- 26 days leave per annum, plus bank holidays (all pro rata for part-time staff)
- Wellbeing and resilience focussed employer
- Paid leave for emergencies
- 24/7 free, impartial and confidential support service
- 24/7 free helpline with health professionals
- Pension scheme, with a 3% employer contribution
- Real Living Wage employer, as a minimum

## Impact and Knowledge Lead

**Reporting to:** Head of Engagement, Communications and Fundraising

**Hours of work:** Full time (35 hours per week)

**Duration:** Fixed-term contract to December 2025, with the potential for a permanent contract

**Salary:** £32,000-£35,000pa. Starting salary depends on experience, with opportunities to receive performance related pay increases within this salary band over time.

**Location:** Flexible working between home, the Lower Chew landscape and central Bristol with travel across our catchment area

### Job Purpose

Your legacy will be a tangible impact on slowing down climate change, helping nature recover and creating social impact by leading on landowner and stakeholder engagement for the Lower Chew Landscape Recovery project that will see thousands of acres of local land managed in harmony with nature.

You will join a fast-growing organisation that started in 2019 with four volunteers and has grown to a staff team of thirteen (which will double over 2024), over 1,000 volunteers and ownership of 170 acres (soon to be 600 acres) of land that will grow woodlands of over 160,000 trees.

We are looking for an experienced monitoring and evaluation professional with exceptional people skills and a good understanding of nature recovery to help take ANT to our next level of impact by leading on monitoring and evaluation for the Lower Chew Landscape Recovery project.

You will also provide light touch impact and knowledge inputs to Avon Needs Trees' other woodland projects which include two Wiltshire Woodlands, the Great Avon Wood, Ed Woods, and the upcoming Lower Chew Forest.

### The project

Landscape Recovery is one of Defra's three environmental land management schemes. Avon Needs Trees has been awarded development phase funding for Landscape Recovery in the Lower Chew. This is a unique opportunity to help co-design nature's recovery and social impact at a landscape scale.

The project will engage existing landowners and managers across over 867 hectares of land in the Lower Chew, an area where good quality but fragmented woodland provides a basis for woodland connectivity and large-scale woodland creation, as part of a mosaic of grassland and woodland habitat. This locally-cherished landscape of rolling farmland on the edge of Bristol is the strategic setting for delivering local environmental and social priorities.

### Main responsibilities

- You will make sure our amazing work in the Lower Chew and beyond creates maximum impact and that this is monitored, available and well communicated. This includes:
  - Putting in place monitoring and evaluation plans, systems and tools to monitor our ecological, economic and social impact
  - Identifying and highlighting our impact, for example gathering case studies on our human impact

- Working with other team members to ensure our impact is communicated in a clear and concise way
- Making our impact data available quickly and easily
- Increasing our impact by being on top of emerging research, techniques and data to improve what we do
- Dissemination of learning to help other projects
- Leading on a 20-25 year monitoring and evaluation plan for the Lower Chew Landscape Recovery project, whilst contributing to other plans, including:
  - Assessing and identifying learning opportunities
  - Incorporating baseline data into the monitoring and evaluation plan
  - Designing and establishing the monitoring and evaluation plan
  - Identifying future monitoring requirements
  - Packaging and disseminating learnings
- Work with the wider Avon Needs Trees team to help build a resilient, multi-site charity and undertake any other work necessary to pursue our aims
- As with all Avon Needs Trees roles, contributing to grant writing and fundraising activities
- Other duties and opportunities as required

### Working relationships and expectations

- Your time will be split between the Habitats team and Engagement Team
- You will be an in-house technical expert on impact and knowledge
- Hybrid working between home and our office (currently on Gloucester Road, Bristol) with the expectation of being present in our office or on site more than half the days on the typical week
- Occasional evening and weekend working will be required but this is not a substantial feature of your role
- Our staff maintain an appropriate level of confidentiality, professionalism and discretion at all times
- Our staff comply with organisational policies, procedures, and guidance, and external regulations and laws

### Person Specification

Essential / desirable	Specification
Essential	Passion and commitment to addressing the climate and nature emergencies in general and woodland creation in particular
	Ambitious and positive about new opportunities and challenges, especially driving new projects
	Ability to write formal plans and reports to a high level
	Experience of collating, analysing and interrogating qualitative and quantitative data
	Experience designing and disseminating high quality knowledge products
	Experience of designing and implementing monitoring and evaluation frameworks

	Experience of communicating complex information simply
	Strong administration skills and the ability to be administratively self-sufficient
	Ability to thrive in a busy, exciting environment and a results-driven approach and the ability to work proactively on own initiative, continually learning and evaluating projects to improve delivery of our projects
	Educated to degree level in a science or technical subject. The post holder should have competent IT skills
Desirable	Experience of building positive relationships with other organisations
	Experience of storytelling or building human impact case studies
	Experience of external communications or engagement
	Experience of conservation work or woodland creation
	Experience of working with farmers and other landowners
	A suitable home-working environment, or equivalent

## How to apply

**Application deadline:** extended to 24th May 2024 at noon

**Interview date:** Week commencing 3rd June 2024

**Start date:** As soon as possible and ideally in July 2024

Complete a copy of the job application form and email this, along with your interview availability, to: [contact@avonneedstrees.org.uk](mailto:contact@avonneedstrees.org.uk)

Please include the job title “Impact and Knowledge Lead” in the subject line of your email, and submit by the deadline above.

## Our commitment to equality and equity

We would be grateful if you could also complete our equal opportunities monitoring form via the google form included in the application. This is used for internally monitoring the diversity of applicants to our roles. Your answers will be anonymous and not be connected with your application, or seen by anyone involved in the decision-making process.

Your application will have all personal details redacted before being assessed by our short-listing panel.

As a Disability Confident employer, we will offer an interview to disabled candidates who meet the essential criteria for the role.

To address any diversity gaps in our team we will also offer an interview to candidates who meet the essential criteria and are from under-represented groups. At this time this applies to those from Black, Asian and minority ethnic groups.

*Avon Needs Trees is a Living Wage and Disability Confident accredited employer, and a supporter of the West of England Good Employment Charter. We especially welcome applications from under-represented groups.*

