Gloucestershire Wildlife Trust

Job description

Land Management Officer (West)

Exciting opportunity for an ambitious person to make a real difference for nature!

Job purpose: To assist with delivering nature's recovery through practical work on and off GWT nature reserves to create bigger, better, and more connected priority landscapes

Job Title: Land Management Officer (West)

Salary: £25,235 – £28,962 per annum

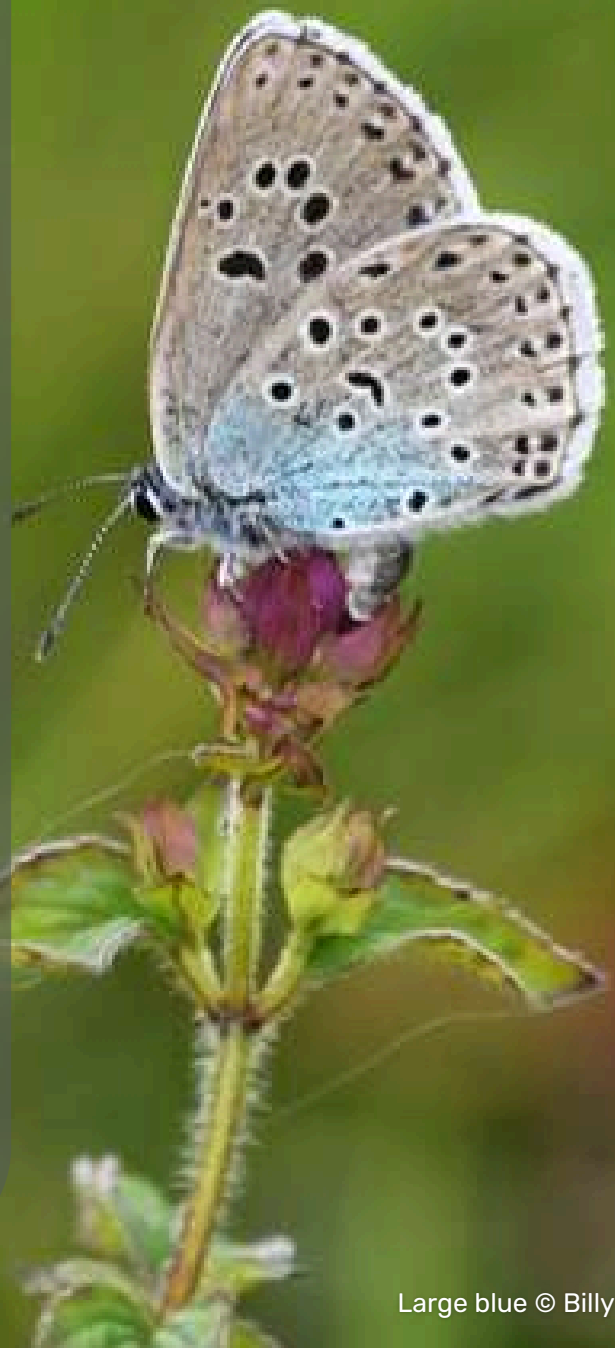
Term: Permanent Position, Full-time

Responsible to: Land Manager West

Responsible for: Volunteers and Wild Trainees

Liaison with: Other members of the Land Management Team, Evidence Team, Engagement and Fundraising Team, Facilities Team, volunteers, graziers, partners, and neighbouring landowners.

Closing date: Thursday, 22nd January 2026.



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Gloucestershire Wildlife Trust

Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We aim to play a central role in tackling the ecological and climate emergencies in Gloucestershire, working closely with local communities and our partners.

This needs 30% of the land supporting nature's recovery by 2030 and unlocking the potential of nature-based solutions to mitigate and adapt to the impacts of climate change. By working in partnership with farmers and landowners, we aim to create ten Nature Recovery Zones where wildlife with thrive alongside food production. These will cover over 60,000 hectares, including increasing our own nature reserves from 1,100 to 1,700 hectares. Alongside this we will collaborate on large scale cross-boundary ecosystem restoration projects and smaller scale wildlife enhancement and nature highways in urban neighbourhoods.

We will inspire communities to influence decision makers and drive forward change in their own neighbourhoods.

Nature's recovery depends on the Gloucestershire's people. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment. We want to make nature more inclusive by reaching 1 in 4 people and ensuring more people have access to nature on their doorstep. We want to empower at least 20,000 people to take meaningful action for nature, particularly by harnessing the energy of our volunteers and young people.

Why we're here:
As humans, we're an integral part of a resilient, dynamic and interconnected natural world. We believe that nature holds the key to addressing some of the most pressing challenges facing society today. We work locally with evidence and experience in the service of wildlife and communities. Together we can deliver natural solutions both small and large, from doorstep to landscape, that grow hope for a wilder future.

How we work:

- We show how we care for nature, our partners and each other through our values:
- We are ambitious for nature and people
- We collaborate to achieve more
- We are dedicated to inclusion and nature for all
- We act with responsibility.

Robinswood Hill © Nathan Millar

Gloucestershire Wildlife Trust

Job description

Our Purpose and Values

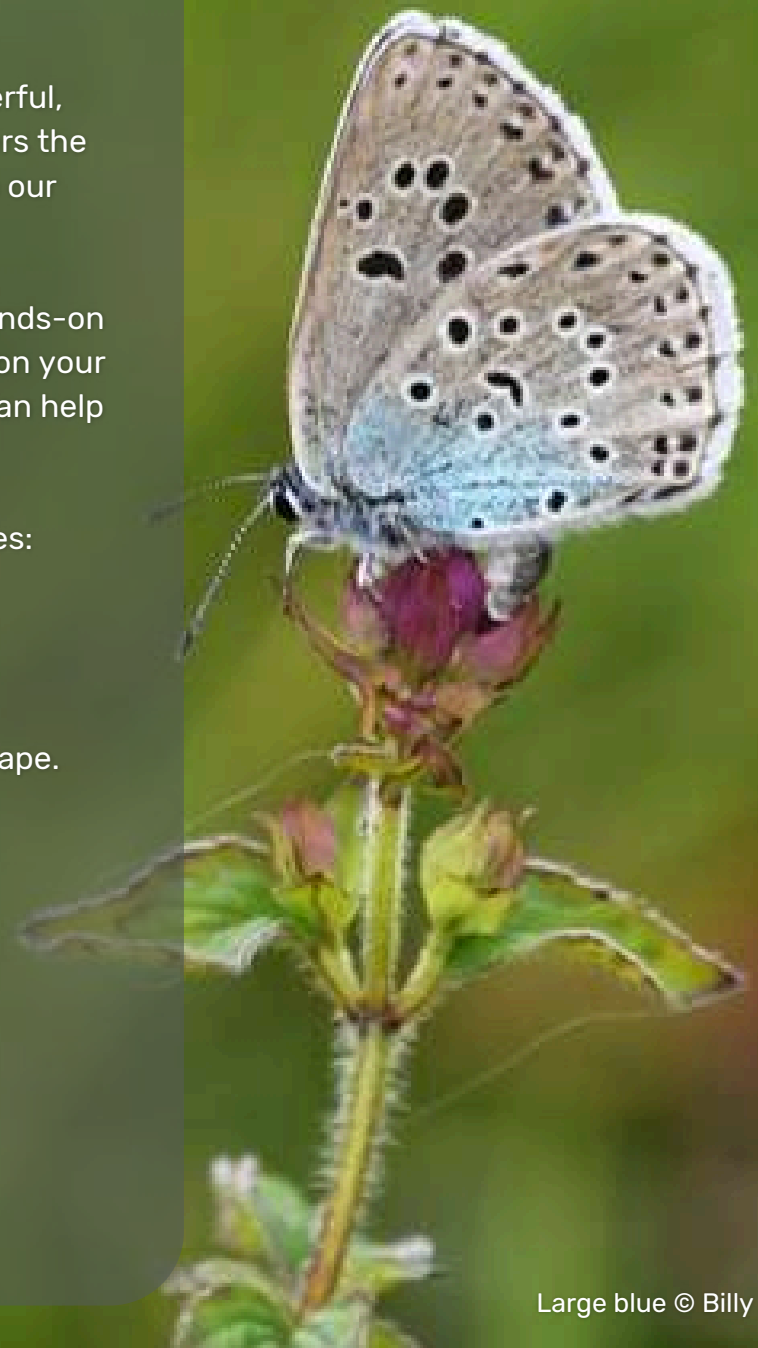
As humans, we're deeply connected to the natural world — and that world is powerful, dynamic, and resilient. At Gloucestershire Wildlife Trust, we believe that nature offers the solutions to some of the biggest problems we face today, from climate change to our personal wellbeing.

That's why we work with local communities and partners, using evidence and our hands-on experience, to work in the service of people and wildlife. Whether it's a small project on your street or a big one across the landscape, we believe that every action, big or small, can help shape a brighter, wilder future for us all.

We show how we care for nature, our partners and each other through our values:

🌿 We're ambitious and dream big — for people and for nature.
🤝 We collaborate, because we can achieve more together.
🌍 We're inclusive and believe that nature is for everyone.
💚 We act with responsibility for the work we do and the world we're helping to shape.

Together, we're growing hope for a wilder future.



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Job description

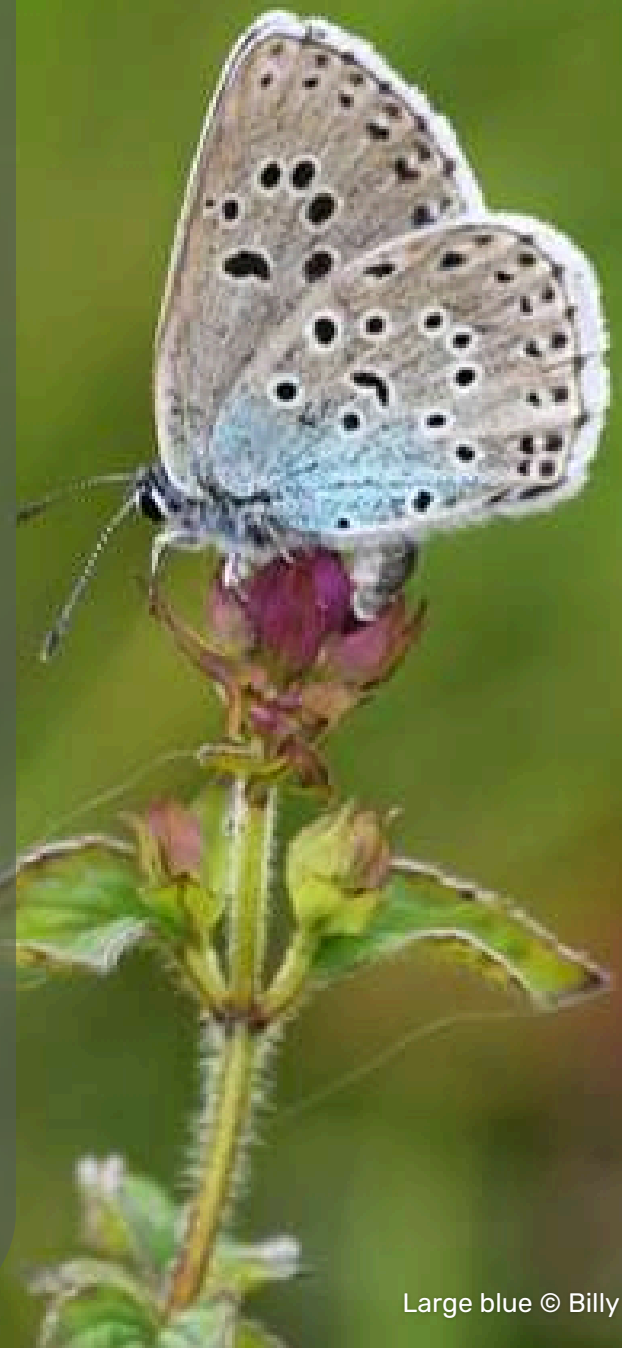
Introduction to the role

This role will work with the Land Manager (West) on the delivery of practical improvements for wildlife across GWT nature reserves and throughout Nature Recovery Zones (NRZs) in the west of the county (Lower Wye Valley, Central Forest of Dean, Severn Hams, Leadon Vale) with workshops at Tidenham Chase, Coleford and Gloucester. Habitats include heathlands, ancient woodland, species-rich unimproved grasslands, floodplain meadows, hay meadows, quarry pits, mires and more.

Our new strategy focuses land management within 11 identified NRZ's, with 4 located in the West of the County. This role will work with partners and private landowners to expand and connect our reserves at the landscape scale with a primary focus on these NRZs.

This role will help to mentor Wild Trainees, and work with volunteer teams to help deliver work plan objectives.

An important part of this role will be supporting the trusts conservation grazing objectives with native and hardy breeds of livestock including Highland cattle, Exmoor ponies and Hebridean sheep.



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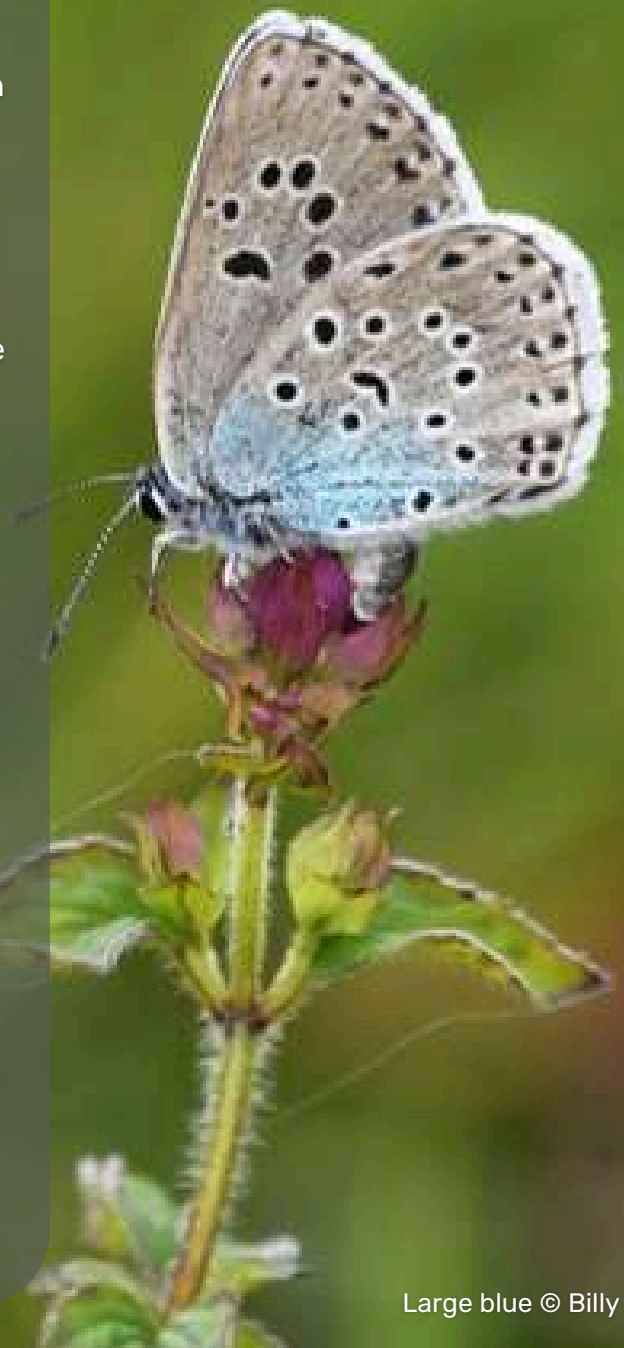
Job description

Outline of Main Responsibilities

- To work with the Land Manager (West) to deliver practical conservation objectives on and off GWT land throughout West Gloucestershire (Lower Wye Valley, Central Forest of Dean, Severn Hams, Leadon Vale), delivering projects with partners and private landowners within NRZ's.
- To work with the Land Manager (West) to create rolling monthly work programmes for the staff, volunteers and trainees in the West team.
- Organise, manage and oversee small scale contracts (for tree felling, fencing, etc) and ensure relevant requirements are followed in accordance with GWT Codes of Practice.
- To undertake a proportion of livestock welfare checks on GWT sites and support the Conservation Grazing Manager in animal movements and veterinary checks.
- Ensure that all practical work comply with statutory designations and permissions such as Felling Licenses and working on SSSI's with protected species.
- Work collaboratively with the Evidence Team to plan and implement a survey and monitoring programme on GWT reserves and within NRZ's.
- Liaise with neighbouring landowners to ensure that they are informed of GWT activities; and where possible, seek to foster relationships to create bigger-better-more-joined landscapes within NRZ's.
- Oversee the inventory, and maintenance of equipment, necessary repairs and related record keeping at the Forest of Dean workshop.
- To lead and develop groups of volunteers undertaking practical nature reserve management.



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Job description

Outline of Main Responsibilities

- To help with the recruitment, training and mentoring of Wild Trainees delivering land management practices throughout the West region, taking responsibility for the safe working of the trainee team in accordance with GWT Codes of Practice.

- To maintain a regular presence on GWT nature reserves throughout the Forest of Dean, and engage with visitors in a professional and friendly manner.

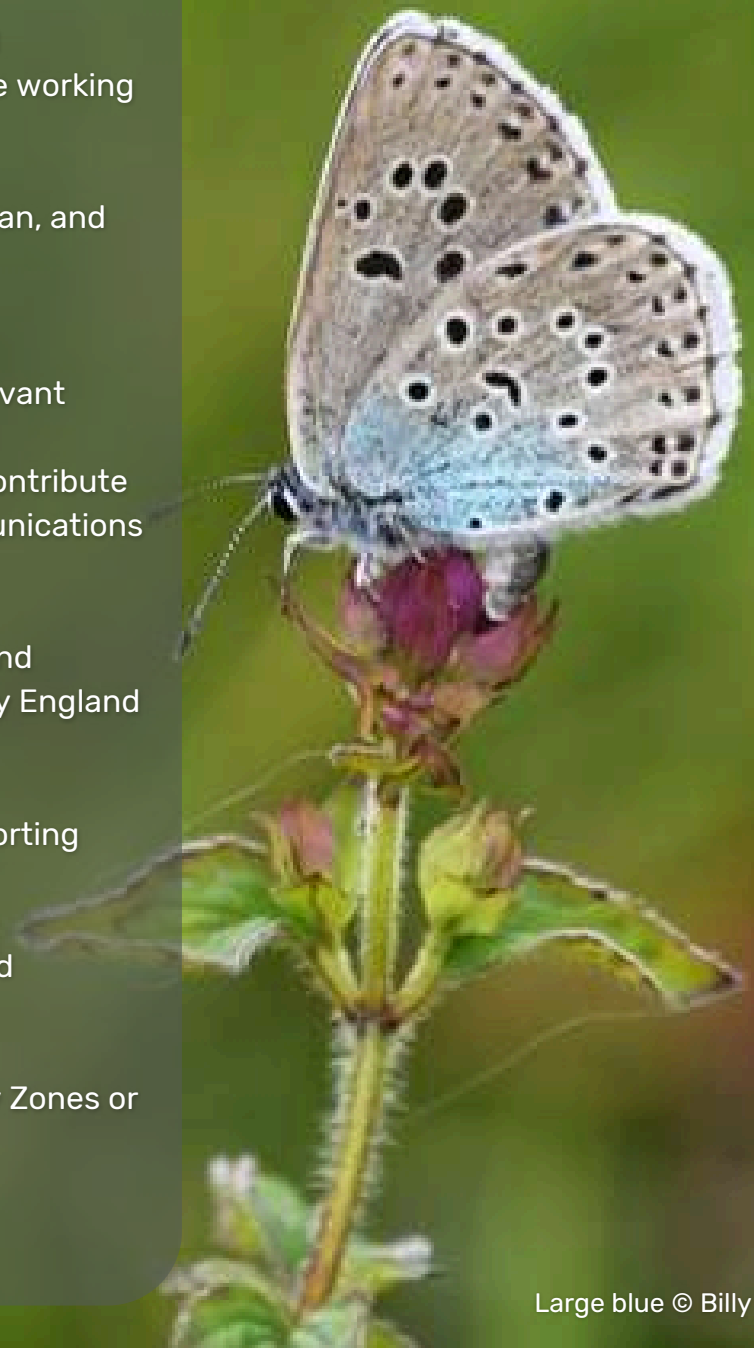
- Read, understand, and actively disseminate to colleagues and volunteers; relevant information contained in GWT's Health and Safety Management system and any relevant Codes of Practice.
- Contribute to a programme of appropriate walks, talks and events as required and contribute to the marketing of the trust and its reserve portfolio in conjunction with the communications team, encouraging membership recruitment where appropriate.

- To work with the Head of Nature Recovery Zones, Lead Land Manager (West) and Land Manager (West) to foster and develop an excellent working relationship with Forestry England on joint projects.

- To ensure a safe working environment for staff and volunteers and comply with reporting requirements as appropriate.

- Participate in appropriate Trust and other partners' promotional activities as required including attendance at events.

- Carry out other duties from time to time as required by the Head of Nature Recovery Zones or Chief Executive.



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Outline of Main Responsibilities

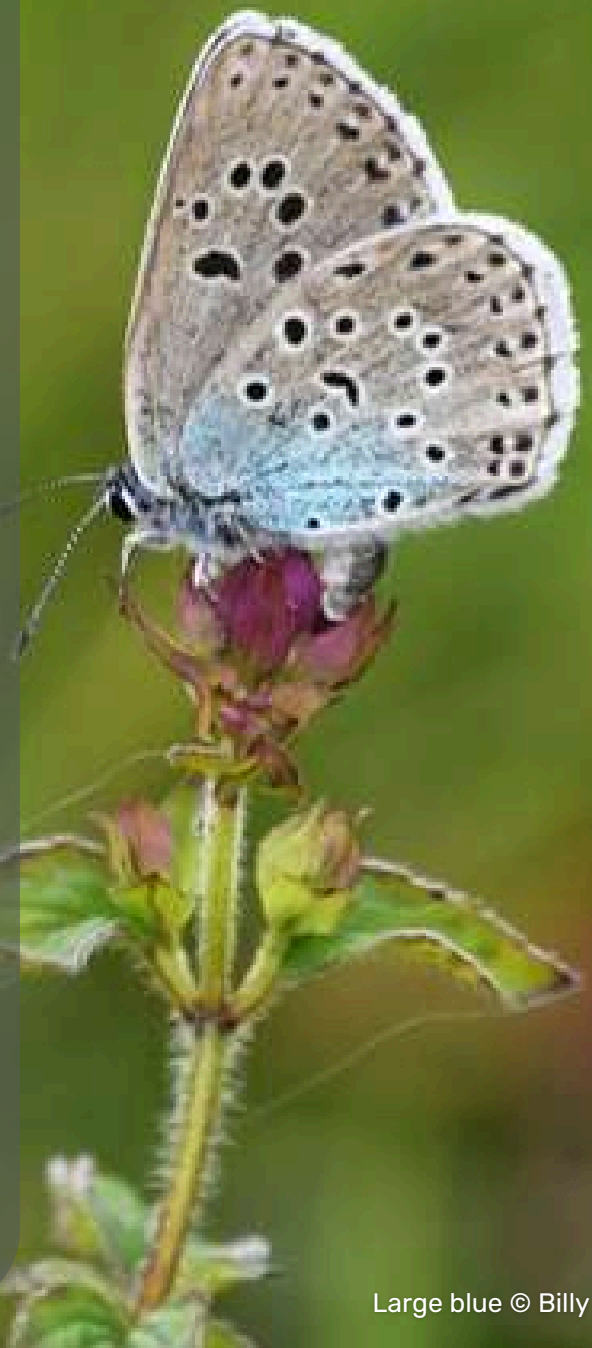
Job description

Liaison, marketing, and recruitment

- Ensure that effective and efficient liaison is maintained with other Trust staff, trainees, volunteers, and with private landowners, graziers, and stakeholders.
- Attend and represent the Trust and partner organisations at external meetings, conferences, seminars, and public gatherings where needed.
- Work with the Membership Manager to distribute membership, promotional and recruitment literature where appropriate.
- Liaise with the Communications Manager and partner organisations for all promotional material and publications and for all contact with the media.

General

- Be proactive in supporting cross functional team working across the Trust.
- Maintain the Trust's brand and image and raise its profile and influence amongst key decision makers and funders.
- Ensure all Trust communications are produced to quality standards, within corporate identity guidelines and within agreed budgets.
- Always keep health and safety matters as the overriding determinant and in all circumstances.
- Present a friendly, professional, confident, and tidy appearance



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Person Specification

Job description

Qualifications and Skills required

- Degree or equivalent qualification in conservation management, ecology, or related discipline (preferred)
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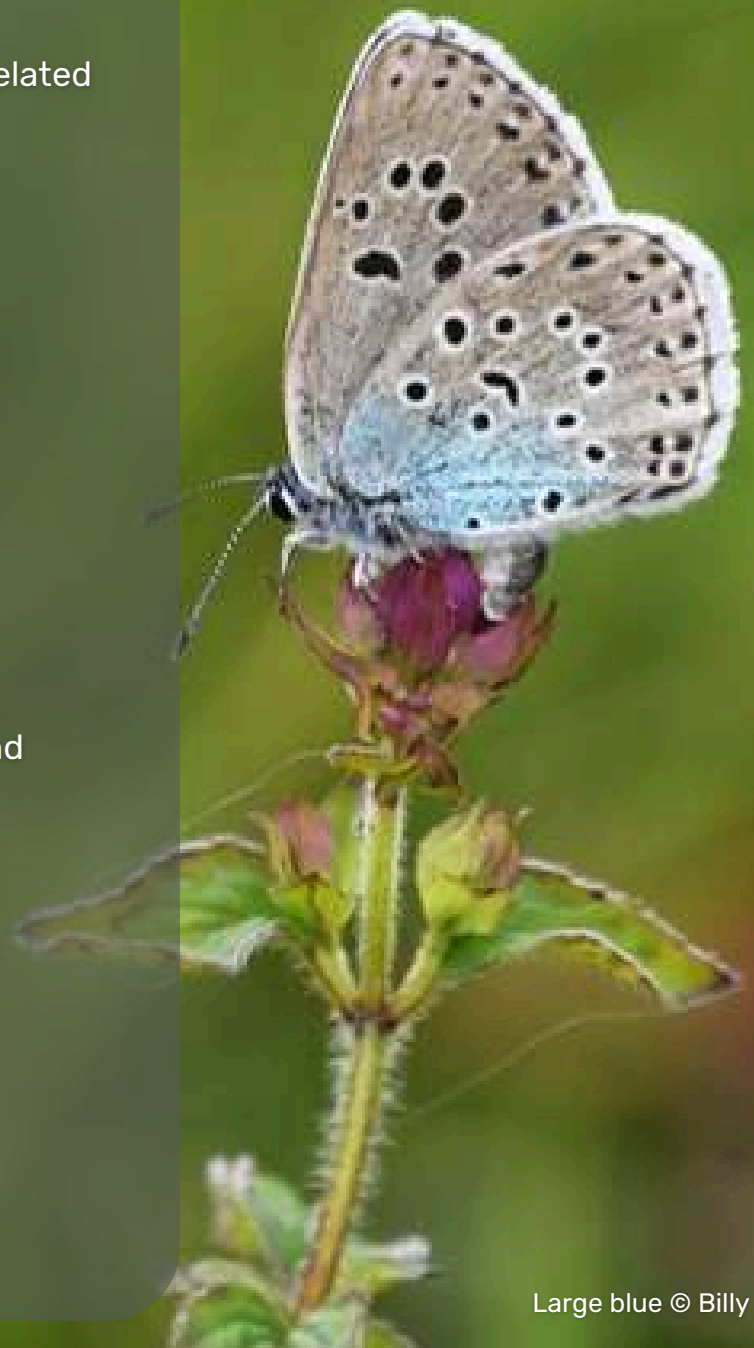
Knowledge and experience:

Essential:

- Organising and implementing practical land management.
- Habitat and species management skills especially of heathland, meadow, and woodland habitats.
- Leading volunteer activities and work parties.
- Implementing practices that comply with Health and Safety legislation, Communication, team, and lone working.

Desirable:

- Track record in ecological surveys and monitoring.
- Developing and reporting on monthly teamwork plans for staff, volunteers, and contracted work.
- Project and contract management.
- Knowledge of Countryside Stewardship schemes.
- Experience of overseeing grazing regimes and livestock welfare.
- Legislation attached with working on SSSI/SAC's and protected species.
- Using GIS software.



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Person Specification

Job description

Skills and Qualities

Essential:

- Species identification.
- IT skills such as MS Office and Excel.
- Empathy with volunteers and their needs.
- Good organisational skills.
- High degree of initiative and self-reliance.
- A current, full, clean driving licence.

Desirable:

- Chainsaw certificate
- First Aid at work certificate
- Brushcutter certificate
- Pesticide certificate
- Experience of off-road driving and towing trailers
- Tree Safety Inspection
- Able to innovate and work with partners to solve problems

Qualities:

- Passionate about the importance of wildlife and the natural environment to the health and sustainability of the planet's climate and eco-systems.
- Passionate about promoting ecological land use.
- Personal commitment to nature conservation and sustainable living
- Enthusiasm, motivation and dedication
- Good attention to detail.
- Self-disciplined, self-motivated and self-confident.
- Proactive, highly flexible and comfortable with change.

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Terms of Employment

This is a permanent, full-time post (35 hours per week) subject to a six-month probationary period. Due to the nature of the Trust's work, occasional evening or weekend work may be necessary including forming part of a weekend/holiday rota for livestock cover for which time off in lieu is given.

A contributory pension scheme is in operation and the post holder is entitled to 25 days paid leave per year pro rata (rising to 30 days through service) in addition to public holidays and Christmas closing period.

Shared office space is available at Forestry England offices at Coleford and the main GWT office at Robinswood Hill, Gloucester. Regular travel throughout West Gloucestershire will be required including travel to satellite offices with regular practical work at the reserves that stretch from Chepstow to Newent. Your manager will provide details and agree your office/home/other working arrangements.

It is the nature of the work of Gloucestershire Wildlife Trust that tasks and responsibilities are, in many circumstances unpredictable and varied. All staff are, therefore, expected to work in a flexible way when the occasion arises where tasks that are not specifically covered in the Job Description are undertaken, including providing cover for absent staff in order to maintain organisational effectiveness.

As part of its commitment to investing in its people, GWT trains and supports its staff in the delivery of their duties. Advice will be given in drawing up a personal development plan and all suggestions considered according to resources available and the over-riding priorities of the Trust. An appraisal process is carried out every year.

Major changes to duties and responsibilities and reasonable notice will be given before implementation.

Robinswood Hill © Nathan Millar

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Training and Development

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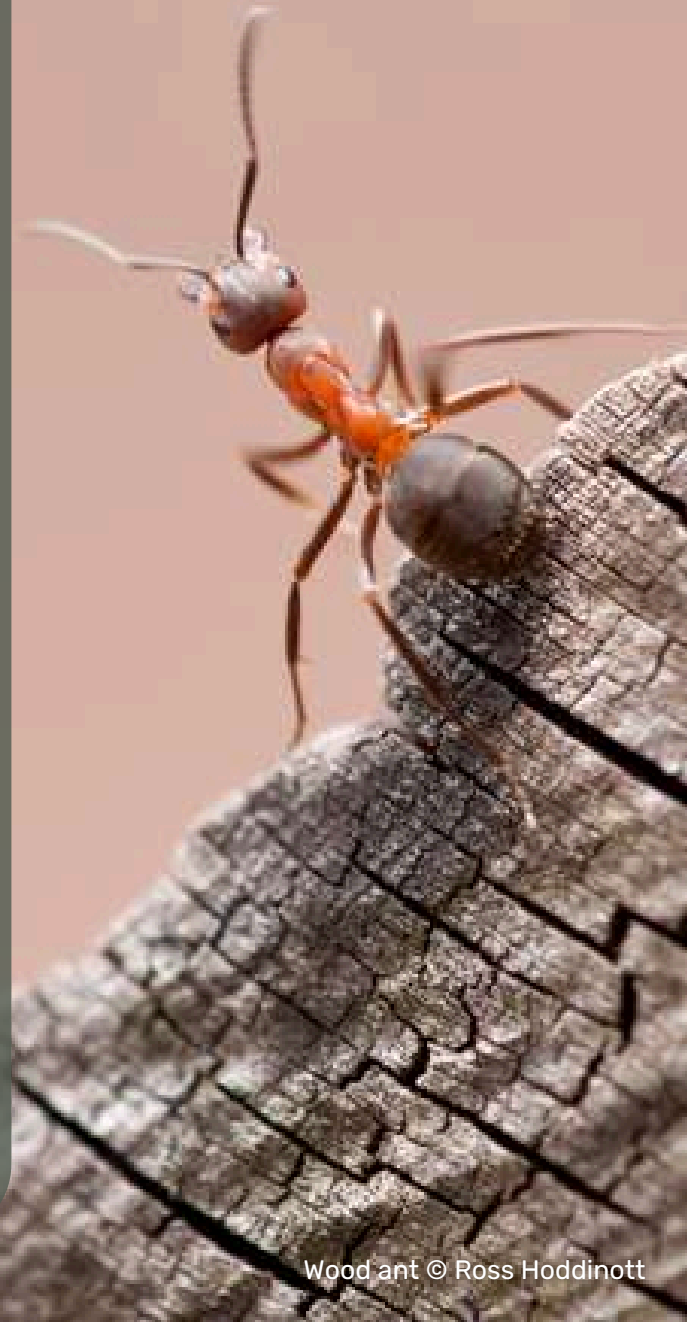
Fox cub © Luke Massey/2020VISION

Gloucestershire Wildlife Trust

Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff, whether temporary, part-time or full-time; ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination. A full copy of the policy is available on request.



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Gloucestershire Wildlife Trust

How to apply

If you feel you have the necessary skills and experience to be successful in this role, please send your applications to hr@gloucestershirewildlifetrust.co.uk .

Closing date: Thursday, 22nd January 2026.

We reserve the right to close this vacancy early if a suitable candidate is found before the advertised closing date.

Thank you for your interest in this position and we look forward to receiving your application.

Fox cub © Luke Massey/2020VISION