



**Somerset**  
Wildlife Trust



# Wilder Somerset

## 2030



More space for nature where wildlife thrives  
with more people on nature's side



**Job description:  
Climate Change  
Adaptation Officer**

About Somerset Wildlife Trust

Somerset Wildlife Trust is a local independent charity and the only organisation uniquely focused on improving the natural environment of Somerset for the benefit of wildlife and people. We champion Somerset's stunning, diverse, and important natural environment, making the case for nature to the public and politicians. We protect wildlife and lead the recovery of the environment by example, including on our nature reserves.

Somerset Wildlife Trust is one of 46 Wildlife Trusts across Britain which together with the *Royal Society of Wildlife Trusts* collectively form *The Wildlife Trusts*. We are the biggest charity movement in the UK working solely for nature and we believe that restoring nature on a landscape scale is essential for tackling climate change and biodiversity loss.

The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our new strategy, '[Wilder Somerset 2030](#)' is delivered with both at its core. We recognise that people are part of the solution, and everyone has a role to play in restoring nature and averting the worst of the climate change. Research suggests that if 1 in 4 people in society take action then social tipping points can be achieved and widespread positive change can happen. This underpins one of our key strategic goals and Team Wilder is our delivery approach to inspiring and empowering others to help nature recover.

### **Our New Vision**

To deliver a Somerset wide nature recovery network creating more space for wildlife, benefiting everyone, and playing its part in helping us reverse biodiversity loss and tackle the climate crisis.

### **Our New Mission**

To champion the change needed to rebalance our relationship with wildlife and the natural world.

### **Our Goals for 2030:**

To ensure that nature is improving across the county, supported by restored natural processes, and is connected and protected through a Nature Recovery Network, with at least 30% of land and sea managed positively for nature.

For nature to be valued and protected by everyone, building a movement with at least 1 in 4 people taking action for nature's recovery across Somerset.

By 2030 to tell the story of nature's recovery in Somerset through a shared, live online State of Nature tool that monitors progress and informs action.



As the Intergovernmental Panel on Climate Change (IPCC) sixth assessment report laid out in March 2023, we are now on the brink of irrevocable damage from climate change; this is our ‘final warning’ and the time is now for action to address this crisis.

The report highlighted that restoring nature was one of the key actions needed to address this issue. Somerset Wildlife Trust are at the forefront of this work in Somerset and are fully committed to this path through our Wilder Somerset 2030 Strategy and to delivering a vision whereby we reverse biodiversity loss and tackle the climate crisis.

<b>Job Title</b>	<b>Climate Change Adaptation Officer</b>
<b>Grade</b>	Specialist Level 3 (£31,000 - £35,000)
<b>Reports To</b>	Local Nature Partnership Coordinator & Advocacy Manager
<b>Team</b>	Nature Recovery Team
<b>Responsible for</b>	Climate Adaptation Assistant
<b>Job Purpose</b>	<p>To develop and further embed the ‘Act to Adapt’ process, through our ‘Adapting Somerset’ and ‘Somerset’s Wilder Coast’ projects. This supports communities to develop plans to adapt their local areas to the impacts of climate change. A central focus of this work is highlighting how nature-based and natural process solutions can help manage water, heat and wildfire risks, protecting people, wildlife and landscapes. By planning and implementing these actions alongside communities, you will help map a positive and nature rich future for Somerset in the era of Climate Change.</p> <p>A key output is the development of locally co-created Climate Adaptation Plans for communities, highlighting Nature-based Solutions, through the ‘Act to Adapt’ process.</p> <p>Additionally, the role will further develop our work on the RAD (Resist, Accept, Direct) approach to habitat management, to;</p> <ul style="list-style-type: none"> <li>• Develop climate adaptation plans/advice for landowners and farmers in the Somerset Levels and Moors (supporting the Adapting the Levels Landscape Recovery project)</li> <li>• Identify options for managing Somerset Wildlife Trust’s priority habitats through the changing climate</li> </ul> <p>Community engagement and consensus-based solutions approaches are major elements of the role.</p> <p>The role will include a degree of partnership working and close liaison with technical experts, as well as opportunities to shape and advance climate adaptation strategies across Somerset.</p> <p>This role contributes to both Goals 1 and 2 of the Wilder Somerset 2030 Strategy.</p>
<b>Position</b>	Full Time – Five days per week: hybrid working with a mixture of home working and site and office visits as required.
<b>Working Relationships</b>	<b>Internal:</b> All Staff and volunteers.
	<b>External:</b> Project staff from Somerset Rivers Authority & FWAG SouthWest.

	The general public, community groups, landowners, infrastructure organisations, local councils, technical experts.
<b>Benefits of working for Somerset Wildlife Trust</b>	<p>We offer some fantastic benefits including:</p> <ul style="list-style-type: none"> <li>• 7% employer pension contribution</li> <li>• Life insurance</li> <li>• An annual professional institution subscription if applicable</li> <li>• Flexible and agile working</li> <li>• Wellbeing support – EAP, wellbeing champions</li> <li>• Diversity networks through RSWT/TWT</li> <li>• Paid volunteer days</li> <li>• Continuous Professional Development opportunities</li> <li>• 33 days of holiday (25 + bank holidays)</li> <li>• Staff social calendar and events</li> </ul> <p><b>The opportunity to make a real and positive difference to nature, communities and the climate</b></p>

## Job Description – Key Responsibilities and Tasks

Developing and further embedding the ‘Act to Adapt’ process, through our ‘Adapting Somerset’ and ‘Somerset’s Wilder Coast’ projects to support communities and to develop plans to adapt their local areas to the impacts of climate change.

### Responsibility 1: Providing leadership and technical expertise

Being proactive and nurture strong relationships by:

- Providing leadership on SWT Climate Change Nature Adaptation work.
- Working closely with the Local Nature Partnership Coordinator and Advocacy Manager, and wider project team from partner organisations, to develop and deliver a programme of online and in-person communications, meetings and workshops. This is designed to foster climate change adaptation in the county supporting nature’s recovery and community resilience, and therefore involves working closely with farmers and landowners, all layers of local council, infrastructure experts, academics and the general public, including communities already impacted by flooding.
- Providing line management to the Climate Adaptation Assistant.
- Continuing developing the RAD approach for priority habitats, alongside the Landscape Recovery team, which will contribute to managing land within internationally important wetlands.
- Keeping abreast of national and international climate change developments and relate these to Somerset.

### Responsibility 2: Engagement with Communities and Creating Robust Partnerships

Lead engagement efforts by:

- Contributing to discussions and workstreams developing climate change adaptation pathways at a county level, and in specific local areas relating to flooding, drought and wildfire.
- Developing information for a lay audience regarding the role of nature in reducing the impacts of climate change, including: sea-level rise; predicted changes in land use; warming, etc. and to help people understand what the future may bring especially in Somerset’s more vulnerable nature habitats.
- Supporting people’s wider understanding of the role of nature to mitigate climate change through carbon sequestration and storage.

- Continuing the rollout of the [Act to Adapt](#) process in local communities, organising events and workshops and using the [Climate Adaptation Toolkit](#) to explain the process of developing community and nature based solutions to the big issues of climate change.

### **Responsibility 3: Developing sustainable projects and evaluation**

Lead and support projects and reporting by:

- Working with the Somerset [Local Nature Recovery Strategy](#) team to incorporate climate adaptation and vulnerability principles to these priorities.
- Assisting with work to share information and project developments with project partners in the UK.
- Developing and implement a communications plan that raises awareness of the project and its impact; garners support; and highlights Somerset as a place at the frontline for climate change. This will include engagement through social media and the production of awareness materials in printed and online formats.
- Managing the budget of the Adapting Somerset project and keep track of time contributions to the ELM's Landscape Recovery and Somerset's Wilder Coast projects.
- Monitoring and evaluating progress and impact, meeting project milestones and reporting to funders.
- Representing SWT externally in meetings, in the media and by giving presentations to various audiences.

### **General**

- The job holder is required to follow and comply with all policies and procedures of the Trust which includes the Trust's Health and Safety procedures in the workplace, ensuring personal safety and the safeguarding of the interests and safety of all staff, volunteers, children and young people and participants in the project.
- To uphold the working values and expectations of the Somerset Wildlife Trust.
- To carry out other duties relevant to your post as reasonably required by your line manager.
- The role may include some foreign travel to ensure close collaboration with all partners (dependent on funding applications).
- Support development and delivery of SWT's own approach to reducing environmental impacts and carbon reduction.
- Undertake a wide range of complex, technical and professional tasks in differing situations, with a degree of personal responsibility and autonomy. It is important to be able to work both alone and as a member of the team.
- Travel will be required across the county. A driving licence and use of own car is essential, as public transport is not always available.
- For SWT to work effectively, you may be required to assist with other areas of work and, therefore, you should be prepared to undertake other duties appropriate to the post, as delegated by your line manager.
- To work collaboratively with other Trusts from the RSWT federation.
- Somerset Wildlife Trust is committed to creating a more digital culture across the organisation. We aim to become more collaborative, agile and efficient through the use of digital technology. A basic level of digital skills is expected of all staff with the opportunity to improve these skills with career progression.



## PERSON SPECIFICATION

To succeed in this role you will need to demonstrate:

	<b><i>Essentials</i></b>	<b><i>Desirables</i></b>
<b>Qualifications</b>	<p>A degree in a relevant environmental or social subject or equivalent work experience</p> <p>Full driving licence</p>	<p>A relevant qualification in community development or conservation management</p>
<b>Experience/Knowledge</b>	<p>Knowledge and 2 years experience of working in the field of Nature Based Solutions and/ or Climate Change</p> <p>At least 2 years experience of working with a range of local communities, including farmers &amp; landowners or as part of a community group (preferably on environmental projects)</p> <p>Experience in the creation of awareness and other communications materials.</p> <p>Working knowledge of Somerset priority habitats and principles around knowledge of nature recovery and nature based solutions</p> <p>Working knowledge of the <a href="https://www.naturalengland.org.uk/Climate-Change-Adaptation-Manual-NE751">Climate Change Adaptation Manual - NE751 (naturalengland.org.uk)</a></p> <p>Experience of managing projects and associated budgets</p> <p>Experience in organising and delivering public events and activities</p>	<p>Broad understanding of the Adaptation Pathways process to support resilient communities and nature</p> <p>An understanding of mobilising social change through grassroots advocacy work</p> <p>Good knowledge of Somerset, its geography, people and wildlife</p> <p>Working knowledge of current conservation issues</p> <p>Knowledge of wetland land management and farming challenges</p> <p>Experience of providing line management</p> <p>Knowledge of the RAD (Resist-Accept-Direct) approach for habitat management and landscape planning</p>
<b>Skills</b>	<p>Ability to research, synthesise and communicate complex information to lay audiences.</p> <p>Ability to communicate community concerns and aspirations to technical audiences.</p> <p>Good organisational, administrative, communication skills (written and verbal), report writing, and IT skills (Microsoft office)</p>	<p>Experience with Mailchimp, Canva, Squarespace CMS and Adobe pro video editor</p> <p>Ability to network at grassroots level with community and/or landowning groups</p> <p>Proficient in the use of social media</p>

	Good inter-personal skills, with a responsible, team-oriented approach to work	Knowledge of consensus-based decision-making approaches
<b>Attributes</b>	<p>Innovative, resilient and self-motivated – a solution seeker</p> <p>Tact and diplomacy</p> <p>Ability to demonstrate creativity and enthusiasm</p> <p>Ability to work effectively under pressure and to deadlines</p> <p>Commitment to wildlife conservation</p> <p>Effective and inspiring communicator</p> <p>Able and willing to work weekends and evenings when required for which TOIL is applicable</p> <p>Willing to travel throughout Somerset with full access to and use of own car.</p>	



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## **SOMERSET WILDLIFE TRUST'S WORKING VALUES AND EXPECTATIONS**

### **Developing Somerset Wildlife Trust**

To deliver our Wilder Somerset 2030 plan we, Somerset Wildlife Trust, will need to build our charity, be clear in our priorities and ensure our own actions support our aims. We have a new set of Values that will inform all our decision-making and actions to bring about nature's recovery across Somerset.

- We are passionate about nature.
- We believe everyone can contribute to nature's recovery.
- We love Somerset - its amazing wildlife and its communities.
- We are confident and brave in standing up for nature.
- We encourage innovative thinking and action for nature's recovery.

### **To deliver our strategy we will:**

- Support, inspire and enable others to act while leading by example.
- Develop a Climate and Environment Strategy that delivers on our own environmental commitments within the Trust covering all areas of our operation and land use including procurement, utilities, facilities, and transport to achieve carbon neutrality by 2030.
- Use our resources efficiently and effectively, harnessing the diversity, talent and commitment of our staff and supporters.
- Expand our supporter base and sources of income, including through embracing new opportunities to generate income streams that are compatible with our strategic goals and maintain financial stability.
- Embrace new ways to grow our impact and reach, with a particular focus on expanding our digital knowledge and experience.

### **Organisational Expectations:**

- At Somerset Wildlife Trust (SWT), we are committed to the belief that everyone is an individual irrespective of their age, race, gender, sex or religious belief. We aim to avoid unjustified discrimination on the grounds of age, gender reassignment, disability, ethnicity, marital status, religious beliefs, gender or sexual orientation. We strive to nurture an equitable environment where employees, volunteers, trustees and our service users treat people with respect and value everyone as an individual. We are committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

