

# Community Facilitator – Accessible Reserves

21 hours/week | Six month fixed-term contract

**Accountable to:** Community Manager

**Responsible for:** Volunteers, sessional staff

**Works with:** Local community groups, People & Wildlife team, Reserves team, Communications team.

## Overview

At Shropshire Wildlife Trust (SWT), we believe everyone should have access to nature. Improving access to natural spaces will boost our collective mental and physical health and wellbeing, and our nature reserves must play their part in this.

At present, not everyone in Shropshire is able to access nature equally. Physical access on many sites is difficult for many, and we've heard from the communities we work with that people can feel excluded from nature reserves by poor information, uncertain access, or just not feeling it's for people like them.

Our Accessible Reserves programme is a multi-year project aiming to increase the number of people that can enjoy our nature reserves. It's vital that we involve communities with lived experience in this work.

We're looking for a motivated and enthusiastic **Community Facilitator** to connect and build relationships with community groups, leaders and champions to influence our strategy and shape our programme of work.

**This is a fixed-term contract for six months starting from May 2026.** There is potential for this to be extended, or for similar roles to become available, if additional funding is secured.

The role is flexible and hybrid with at least one day a week in our Shrewsbury office and regular travel within Shropshire.

## About Shropshire Wildlife Trust

SWT has a vision of a thriving natural world, where Shropshire's wildlife and natural habitats play a valued role in addressing the climate and ecological emergencies, and people are inspired and empowered to take action for nature.

We combine projects across Shropshire (including Telford & Wrekin) with advocacy and campaigning to restore nature and to engage people. We manage over 40 nature reserves and have more than 50 staff, 350 volunteers, and over 9,000 members.

SWT is an autonomous charity, but we are increasingly working collectively, as part of The Wildlife Trusts (TWT), to ensure that our local actions have a national impact and help to address global issues.

We value courage, respect, integrity, trust, and responsibility. Whilst we are passionate in promoting our aims, we are not judgmental and are inclusive. We want our people to be as

diverse as nature, so we particularly encourage applications from people who are under-represented within our sector, including people from minority backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

As a Disability Confident employer, we are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible.

### Objective of the job

To help communities in Shropshire overcome barriers to accessing our nature reserves, whether those barriers are physical, emotional, societal, and/or cultural.

### Key results expected

- We have a network of community groups and local organisations who influence, shape, and contribute to our accessibility programme
- Insights and recommendations gathered from community listening have been integrated into our work plan
- We have identified a set of actionable site improvements, co-designed with community groups, and trialled at least one on our nature reserves.

### Key tasks

- Develop an outreach and engagement plan for target audiences
- Connect and build relationships with community groups and local organisations
- Facilitate connections and relationships between communities and our Reserves and Communications teams
- Raise awareness of our accessibility programme within target audiences
- Undertake listening exercises to understand how people feel about our reserves, what barriers they face, and how we might reduce these
- Log conversations and keep records of key contacts
- Develop an understanding of the national and local picture relating to accessibility, nature, and wild spaces
- Present insights back to the wider SWT team to shape and inform our approach and strategy
- Co-design provisions and improvements with community groups to be trialled on our nature reserves, and work with communities, SWT staff and contractors to begin implementing these
- Champion the voices of those with lived experience to ensure we are designing solutions *with* our communities, not just for them.

While delivering this role, the postholder will need to work with due regard to Health and Safety, the General Data Protection Regulations, the Fundraising Code of Practice, Safeguarding and other policies and procedures.

All staff are expected to support and manage volunteers in the course of their duties and maintain and uphold the good reputation of the Trust.

### Core skills

- You are aligned with our mission. You have a personal connection to nature and believe that connecting others to nature plays a key role in addressing the climate and ecological crises.
- You understand the principles of community organising and have experience working with different groups using this approach.
- You champion and are committed to the principles of diversity, equality and inclusion.
- You have a proven ability to build and nurture working relationships with a wide range of people and personalities from diverse audiences.
- You are happy to work flexibly in response to the needs of different communities.
- You are a confident project manager with experience managing multiple stakeholders and working to deadlines.
- You have excellent organisational skills, able to manage and prioritise your time to focus on what matters most.
- You are confident with IT, especially Microsoft programmes.
- A full UK driving license is required for this role.

## Terms of Employment

Salary	£8,883 per annum (FTE £29,611 per annum) + 7% pension contribution
Hours	<b>21 hours a week</b> worked flexibly, with Mondays based in our Shrewsbury office. Some evening and weekend work is likely - paid overtime is not available, but time off in lieu of hours worked will be given.
Pre-employment checks	This post does not require a DBS (Disclosure Barring Service) check. The successful applicant will need to provide proof of right to work in the UK, presented at interview.
Probationary period	2 months
Contract	<b>Fixed-term contract for 6 months</b>
Holidays	A full-time member of staff has 25 working days per annum in addition to normal public holidays. An additional day is added for each year's service up to a maximum total of 30 days holiday.
Pension	After three months the employee will be eligible to join the Trust's group personal pension scheme and if they pay a minimum of 3% of salary the Trust will contribute 7% of salary to this scheme.
Notice period	During your probationary period, the period of notice for termination of your employment will be one week on either side. After successful completion of your probationary period the minimum period of notice is one month.
Place of work	The Cut, 193 Abbey Foregate, Shrewsbury, plus regular travel within Shropshire
Home working	The Trust is committed to building a diverse workforce and has an agile working policy which will allow colleagues to work in a flexible manner.
Travel	Pool vehicles are not normally available. You are required to have insurance to cover business use and a mileage allowance of 45p per mile will be payable from home or office as appropriate. If you use a pedal cycle, you may claim a mileage allowance of 20p per mile.
Training	The Trust is fully committed to personal development and training. Employees have an annual appraisal and regular progress meetings.
Closing date	5pm, 5th May
Interview dates	First Interviews will be held on 11th & 14th May  Second Interviews will be held on 18th & 19th May