

Community Organiser (Landscape Connections)

Accountable to: Community Manager

Responsible for: Volunteers, sessional staff

Works with: Landscape Connections partnership and project staff, local community groups and organisations, Shropshire Council, all Wildlife Trust teams.

Overview

At Shropshire Wildlife Trust (SWT), we want more people to feel empowered to take action for nature across Shropshire and Telford & Wrekin. Small attitude changes within our communities can lead to big behaviour changes across society, and that means more people enjoying, benefitting from, and protecting our natural world.

We're thrilled to be working as part of the partnership delivering the **Shropshire Hills Landscape Connections** project.

To support the development phase of this project, we're looking for a motivated and enthusiastic **Community Officer**, working primarily in the Craven Arms area. They will build relationships with community groups, leaders and champions, using a community organising approach to co-create an activity plan for the delivery phase of the project.

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

About the project

Shropshire Hills Landscape Connections is a project bringing people, nature and heritage together to create a more connected and resilient landscape for future generations. It is part of a wider programme of Landscape Connections projects aimed specifically at protected landscapes (National Parks, National Landscapes and AONBs) across the UK.

The project will deliver transformative change across the Shropshire Hills, addressing the pressing issues of climate change, biodiversity loss, economic instability, social isolation, and unequal access to nature. Over ten years (made up of a two-year development phase and an eight-year delivery phase) the project will deliver activity across three themes: Climate Resilience, Farming & Nature, and Unequal Access to Nature.

This is a partnership project led by National Trust with key delivery partners being Shropshire Hills National Landscape Team, Severn Rivers Trust and Shropshire Wildlife Trust. Project ideas have been developed collaboratively by a wider partnership

including Upper Onny Farmers Group, Environment Agency and Natural England, informed by consultation with other local farmers, community groups and other stakeholders.

The project has been awarded development funding through The National Lottery Heritage Fund's Landscape Connections programme, made possible thanks to National Lottery players. This funding will support the partnership in developing detailed plans for a transformational long-term programme of work across the landscape.

About Shropshire Wildlife Trust

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, 300 volunteers, and over 9000 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 passion, respect, trust, integrity, strength in diversity, and pragmatic activism. 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 underrepresented 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 listen to, support and facilitate diverse communities in the Craven Arms area, developing an insight-driven activity plan for the delivery phase of the Landscape Connections project.

Key results expected

- We have thriving, genuine relationships with local communities, built on trust and shared understanding
- We have a wealth of insight and evidence from local communities about their barriers, motivations, challenges and needs

- We have a rich engagement and activity plan for the delivery phase of the National Landscapes project which is informed by and co-created with local communities
- We are amplifying the voices of underrepresented groups to ensure their experience and stories are reflected in the National Landscapes project.

Key tasks

- Develop and deliver an outreach and engagement plan for under-represented communities, focusing on the Craven Arms area
- Connect with, build relationships with, and facilitate connections between community groups, local organisations, local authorities, parish councils and the Landscape Connections partnership, maintaining strong working relationships with all stakeholders
- Undertake listening exercises to understand how people feel about nature, wildlife and green spaces, what barriers they face, and how we might reduce these
- Champion a community organising approach within SWT and across the Landscape Connections partnership
- Embed an inclusive approach to all work, promoting equality and fostering a sense of belonging for everyone
- Log conversations, record key contacts, and build a bank of evidence and insight to support the Landscape Connections project
- Share insights, observations and the lived experiences of communities with the Landscape Connections partnership
- Work with sessional staff and volunteers to plan and deliver events, workshops and activities with community groups
- Develop a list of resources that could be developed in the future to facilitate community action
- Raise awareness of and support communities to engage with The National Landscape
- Proactively support communities on the ground by responding to queries, addressing concerns, and signposting resources
- Contribute to project monitoring, evaluations, impact measurement, and reporting
- Monitoring and managing project budgets.

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

Essential 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 significant 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, working to deadlines and managing budgets.
- You have excellent organisational skills, able to manage and prioritise your time to focus on what matters most.
- You are a confident communicator, able to summarise and present information clearly and tailored to different audiences and formats
- You are confident with IT, especially Microsoft programmes.
- A full UK driving license is required for this role.

Desirable skills:

- You have a good knowledge of the Shropshire Hills National Landscape and its communities
- You have existing connections with organisations and communities across Shropshire
- You have a qualification in community organising or community development

Terms of Employment

Salary:	£31,841
Hours:	35 hours a week (1.0 FTE) 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 and qualifications, presented at interview.
Probationary period:	2 months
Contract:	Fixed term contract until 31 st August 2028. However there is a strong likelihood of funding being secured for the delivery phase of the project, which will require a similar role.
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 South 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:	8pm Monday 2 November

Interview dates:	First interviews: Thursday 12 November, Second interviews: Monday 16 November, Tuesday 17 November
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