



Gloucestershire
Wildlife Trust

Planning and Green Infrastructure Lead (Maternity cover)

Using your knowledge and experience of ecology and the planning system, in close collaboration with the Head of Evidence, you will lead on engaging and influencing development across the County. Normalising high quality Green Infrastructure through promotion of the Building with Nature Benchmark and maintaining relationships with Local Authorities and industry. Empowering community-led planning and placemaking that contributes to nature's recovery and making nature more inclusive. You will lead our efforts to maximise the likelihood that Gloucestershire's planning decisions positively contribute to nature's recovery and strategically respond to forward planning consultations.

There are exciting opportunities ahead through the recent implementation of Biodiversity Net Gain and the imminent Local Nature Recovery Strategies. You will need experience of the planning system, either through an ecological or planning background, as well as natural communication skills to enable you speak with authority with key stakeholders.

It may be possible to split the role into two part time posts 3 and 2 days pw consisting of a more senior specialist strategic lead (£30282-£35690), responding to local plans and trickier applications, and a more junior specialist role (£27038-£30282) responding to more routine applications and developing the community placemaking role. If you are interested in this as a part-time role, please state so in your application and which level you are applying for.

Job description



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Job description

Place of work: Head Office, Robinswood Hill Country Park, Normal office hours are 9.00am to 5.00pm, Monday to Friday, Hybrid working arrangements are available.

Salary: £30,282 - £35,690. Part time working options could be available.

Term: Full time Fixed Term, 35 hours per week (Maternity cover)

Responsible to: Head of Evidence

Responsible for: Planning Volunteers

Liason with: GCER Development Manager and team, Director of Nature's Recovery, Head of Engagement and Learning, Campaigns and Policy Officer, Community Action Manager, Local Nature Partnership Manager, Local Authority Planners, Building with Nature team, Communications Manager.



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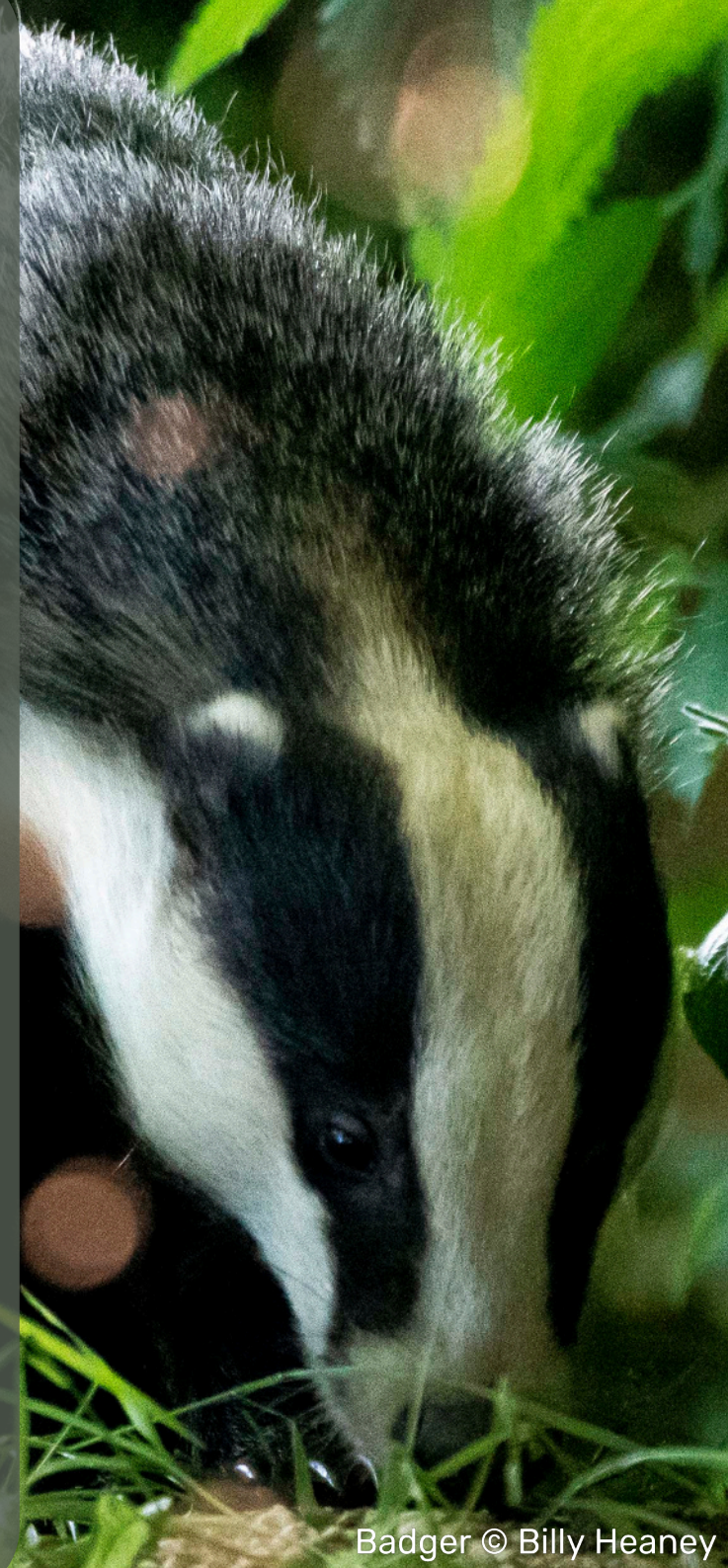
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Introduction to the role

This role is for a highly motivated individual to be responsible for leading the Trust's engagement with the development planning system. They will be responsible for the Trust's strategic Green Infrastructure aim of improving 300 ha for wildlife, people, and the climate by 2030.

The postholder will lead the Trust's proactive approach of early engagement on Local Plans and policy documents, NSIPs, site allocations and master planning. They will seek opportunities to contribute towards nature's recovery and advocate for protection when needed. Planning applications will be screened by dedicated volunteers coordinated by the postholder, with responses only made where significant wildlife impacts have not been dealt with by statutory bodies, are particularly concerning, or where development does not align with the local nature recovery strategy. They will manage the Trust's existing relationships with local planning authorities, providing support on Local Plan allocations and relevant policies. They will expand relationships with developers, housebuilders and consultants working in the construction industry. The Building with Nature Standards Framework will be a key tool used by the postholder to normalise high-quality Green Infrastructure across the county.

By working closely with the Trust's Engagement and Learning Team they will support the strategic aim of empowering people to take meaningful local action for wildlife, via placemaking and community-led planning.





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Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We own and manage more than 60 nature reserves across the county, all of which offer free access for visitors. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment.

Our mission is a simple one – to value nature. Our ambition is to restore, recreate and reconnect Gloucestershire’s wild places. We want everyone in Gloucestershire to value, enjoy and share the natural world.

Our priorities are outlined in our Strategic Plan: Wild Places, Natural Solutions – <http://www.gloucestershirowildlifetrust.co.uk/about-us/who-we-are/strategic-plan>

Our vision is ambitious, but we believe we can deliver it by:

- Creating bigger, better, more connected wild places where people and wildlife can thrive
 - Inspiring more people and communities to take action for wildlife
 - Leading on ‘natural solutions’; championing the value of what wildlife can do for us
 - Growing our resources, influence and reach to shape a strong, resilient organisation

Gloucestershire Wildlife Trust manages over 2,500 acres of land, from wetlands in the Severn Vale and heathland in the Forest of Dean, to limestone grasslands in the Cotswolds and a large ancient woodland at Lower Woods in South Gloucestershire. In addition to our community programmes, we have a vibrant programme of work outside our reserves, supporting farmers and landowners to deliver bigger, better and more connected landscapes where wildlife can thrive.

Gloucestershire Wildlife Trust expects its staff, paid and unpaid, to carry out their duties in a way which consistently exceeds the regulations and expectations of society at large in matters ethical and environmental. The Trust will ensure that its staff receives appropriate training and development opportunities based on a documented personal annual appraisal.



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Gloucestershire Wildlife Trust Values

Our values reflect each of us being:

A CARING COLLEAGUE – supportive and honest

Behaviours: We are considerate, honest and fair. We make time for each other and actively listen to others concerns or barriers before responding and finding solutions together.

ROOTED IN OUR COMMUNITIES – making nature inclusive

Behaviours: We respect each other's views and recognise and value our different backgrounds and lived experiences.

CHAMPIONS FOR WILDLIFE – passionate and pioneering for nature's recovery

Behaviours: We have an urgency for action. We are open to new ideas, encouraged to take risks together, finding creative solutions and learning from our mistakes.

ARC symbolises the values we stand for, we have a shared culture with smooth connections between all parts of our organisation.

Outline of main responsibilities

- Effectively manage relationships with Local Planning Authorities, supporting them to comply with national biodiversity policies and legislation through the development, adoption, and implementation of ambitious policies for nature's recovery.
- Lead on GWT responses to planning and GI-related consultations, including to local authorities' local plans, green infrastructure strategies and climate change strategies.
- Lead on responses to planning applications which could be harmful for nature, using knowledge of local and national policy and regulations to influence decision making.
- Support the Trust's engagement with Biodiversity Net Gain by working with the Local Nature Partnership, Gloucestershire Nature and Climate Fund and securing opportunities for long-term investment in the Trust's Nature Recovery Zones.
- Act as an advocate for the integration of high-quality GI into development, by using the Building with Nature framework.
- Lead engagement with Nationally Significant Infrastructure Projects where there are significant ecological issues or opportunities.

Outline of main responsibilities

- Engage with the County Council on Highways and minerals plans, securing robust and ambitious approaches for nature's recovery.
- Support the communications team to deliver effective campaigns and petitions in relation to planning matters.
- Expand the Trust's Community Planning for Wildlife service, working with the Engagement and Learning Team to transform this into a wide-reaching community empowerment tool.
- Support communities and parishes across the county to produce neighbourhood development plans that enhance biodiversity and support nature recovery
- Carry out other duties as required from time to time by the Head of Evidence, Director for Nature's Recovery or Chief Executive.

General

- Minimise filing backlogs, prioritise workload and meet targets
- Plan, organize and manage workload to ensure duties/processes are completed in a timely and accurate manner.
- Be familiar with Trust Policies and Procedures
- Participate in general marketing activities as required including the occasional attendance at events
- Present a friendly, professional, competent and tidy personal appearance
- Keep Health and Safety matters as the overriding determinant at all times and in all circumstances



Person Specification

Qualifications:

Required:

- Undergraduate/ postgraduate degree in a relevant subject (e.g. Ecology, Geography, Town planning, Landscape Architecture, Sustainable Development) or relevant experience.

Desirable:

- Membership of CIEEM/RTPI/Landscape Institute/relevant professional membership body

Experience and knowledge

Essential:

- Extensive professional experience with the development planning system
- Excellent knowledge of Green Infrastructure approaches
- Experience of building and managing effective relationships, ideally with both the public and private sectors
- Experience of negotiating with external contacts to secure beneficial outcomes
- Extensive and up-to-date knowledge of national planning policies and wildlife legislation relevant to the planning system
- Extensive knowledge of EcEIA and HRA
- Good understanding the Local Development Planning process





Person Specification

Desirable:

- Good understanding and experience of Community-led plans, particularly Neighbourhood Development Plans
- Good ecological knowledge, including monitoring and land management approaches
- Knowledge of relevant local planning policies.
- Experience of writing biodiversity or Green Infrastructure planning guidance documents
- Knowledge of the Building with Nature framework
- Experience of working within the construction and development industry
- Experience and knowledge of community engagement and empowerment

Skills:

Essential:

- Excellent relationship building and management skills, with confidence in building rapport with staff and external contacts at all levels of seniority
- Effective negotiator and problem solver, able to quickly identify areas of commonality.
- Ability to swiftly review and distil large amounts of information
- Ability to present knowledgably and confidently to audiences
- Excellent verbal and written communication skills
- Ability to multitask, prioritise workloads and work in a fast-paced environment
- Ability to be discrete and professional and trusted with sensitive information
- Computer literate and effective IT user

Desirable:

- Project Management
- Ability to inspire communities to take action
- Volunteer management skills





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Person Specification

Qualities:

- Enthusiasm, motivation and dedication
- Personable and approachable
- Ability to engage confidently and professionally with a diverse array of stakeholders
- High level of focus and attention to detail
- Self-disciplined, self-motivated and self-confident
- Proactive, highly flexible and comfortable with change
- Mature and professional outlook
- Personal commitment to nature conservation and sustainable living



Terms of Employment

This is a Fixed term full-time post (35 hours per week) Maternity cover, part time options could be available. This is subject to a six-month probationary period. Due to the nature of the Trust's work, occasional evening or weekend work may be necessary for which time off in lieu is given.

We offer a rounded benefits package to include life insurance of three times salary, a contributory pension scheme with generous employer contributions and an employee assistance programme. The postholder is entitled to 21 days paid leave per year pro rata (rising to 30 days through service) in addition to public holidays and Christmas closing period as well as two volunteering days. Other discounts and benefits are available too.

Our office facilities are at Robinswood Hill Country Park in Gloucester. This role will require regular travel to GWT offices and sites around the county on occasion.

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.

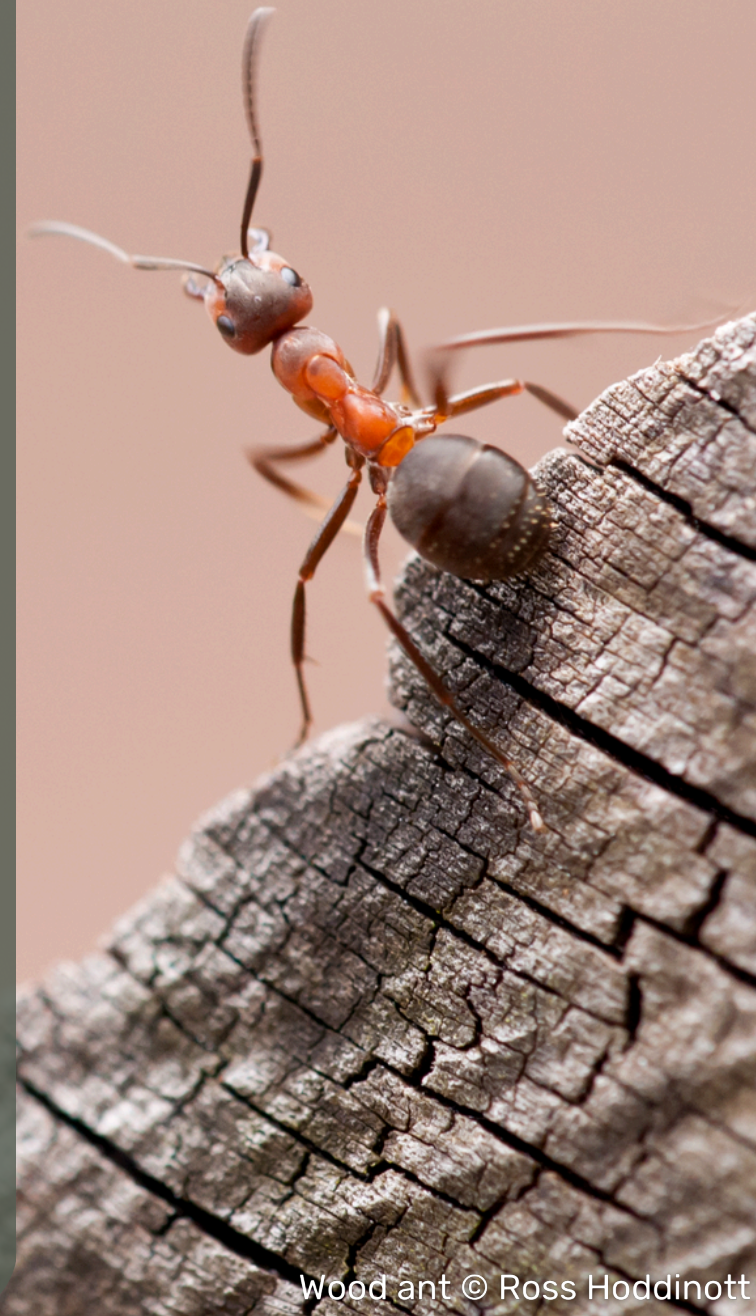
The post holder will be consulted by the Chief Executive prior to any proposed major changes to duties and responsibilities and reasonable notice will be given before implementation.



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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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How to apply

To make an application, please send a covering letter and CV to hr@gloucestershirewildlifetrust.co.uk by Sunday 5 January by 17.00pm.

Interviews will be held in person on Tuesday 14 January 2025.

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

