

Wilder Communities Officer

Reporting to: Head of Engagement

1. Role Overview

“Supporting communities to restore nature”

The Wilder Communities Officer will help to deliver #TeamWilder by supporting communities, volunteers and partner organisations across the Isle of Man creating, managing and monitoring habitats that contribute meaningfully to nature recovery.

The role combines practical ecology, horticulture and community action. The postholder will help people take practical steps for nature by supporting wildlife-friendly gardening, community growing initiatives, habitat restoration, citizen science and community stewardship projects. They will be expected to undertake training in The Wildlife Trusts' Community Organising methodology (#TeamWilder approach) and use Community Organising approaches to help communities identify, develop and lead their own nature recovery initiatives.

The postholder will act as a bridge between MWT's Conservation and Engagement teams, helping translate conservation priorities into practical community action whilst ensuring community projects contribute meaningfully to MWT's conservation strategy and wider Nature Recovery Network objectives.

The Wilder Communities Officer will provide ecological and horticultural advice to community groups, schools, businesses, landowners and individuals wishing to improve land for wildlife. This may include advising on habitat creation, species conservation, wildlife-friendly gardening, ecological monitoring, community orchards, native planting, sustainable land management and nature-friendly food production.

The postholder will support existing gardening clubs, community growing groups and horticultural volunteering initiatives, whilst helping establish new projects where opportunities exist. A key area of responsibility will be supporting the development of MWT Close Corvalley Community Garden as a flagship community site demonstrating how horticulture, food production, cultural heritage, biodiversity and community stewardship can work together to support nature recovery.

The role will lead the development of citizen science and ecological monitoring opportunities that enable communities to better understand the health of their local environment and measure the impact of their conservation actions.

A key responsibility will be ownership of management plans, annual work programmes and monitoring frameworks for MWT Community Reserves. Working closely with colleagues, volunteers and local

communities, the postholder will help ensure these sites deliver both ecological and community outcomes.

The role involves a wide range of technical, practical and professional activities across diverse conservation, horticultural and community settings. The postholder will have a substantial degree of personal responsibility and autonomy whilst working closely with MWT staff, volunteers and partners to support community-led nature recovery across the Isle of Man.

Role Responsibilities

2.1 Community Nature Recovery

- Support delivery of MWT's Nature Recovery Network through community action and practical conservation.
- Provide ecological advice and support to community groups, schools, landowners, businesses and local initiatives.
- Support communities to identify opportunities for habitat creation, restoration and biodiversity enhancement.
- Promote understanding of Isle of Man habitats, species and conservation priorities.
- Act as a bridge between MWT's Conservation and Engagement teams, helping translate conservation priorities into practical community action.

2.2 Community Horticulture and Stewardship

- Develop and support wildlife gardening clubs, community growing groups and horticultural volunteering opportunities.
- Deliver wildlife gardening, community ecology and sustainable horticulture courses.
- Provide practical horticultural advice and mentoring to community groups, volunteers and individuals.
- Coordinate the development of MWT Close Corvalley Community Garden as a flagship demonstration site for nature-friendly food production, horticulture, conservation and community stewardship.
- Support projects relating to native plants, plant conservation, propagation, seed saving and community orchards.

2.3 Community Reserves

- Responsibility for management plans for Community, in close consultation with Heads of Conservation and Engagement, Community Ranger and wider MWT Team.
- Develop annual work programmes, habitat management objectives and monitoring frameworks.
- Coordinate practical habitat creation, restoration and enhancement projects.
- Work closely with MWT Conservation Officers to ensure community reserve management aligns with conservation priorities and best practice.
- Ensure Community Reserves contribute meaningfully to biodiversity recovery and community engagement.

2.4 Citizen Science and Monitoring

- Develop citizen science programmes and ecological monitoring initiatives.
- Train volunteers in biological recording, species identification and ecological survey techniques.
- Coordinate species recording and submission of biological records.
- Establish ecological baselines and monitoring programmes for community reserves and community nature recovery projects.
- Analyse and report on ecological outcomes and project impacts.

2.5 Volunteering and Community Engagement

- Support volunteer programmes and practical conservation activities.
- Support delivery of Green Social Prescribing and other nature-based wellbeing initiatives.
- Deliver talks, workshops, guided walks and training events.
- Support MWT events, campaigns and public engagement activities.

2.6 Project Development and Partnerships

- Identify opportunities for funding and partnership development.
- Contribute to funding applications, grant reporting and project development.
- Support community groups to access resources and funding where appropriate.
- Develop partnerships that strengthen community-led nature recovery across the Isle of Man.

2.7 Wider Responsibilities

- Be an advocate, ambassador and spokesperson for MWT and community-led nature recovery.
- Produce content for MWT communications, publications, social media and annual reports.
- Work closely with colleagues across MWT to maximise conservation and engagement outcomes.
- Comply with MWT policies, procedures and all relevant statutory requirements.
- Actively promote equality, diversity and inclusion.
- Participate fully in appraisal, training and professional development processes.
- Perform other reasonable duties and projects commensurate with the role as directed by the Head of Engagement.

2. Working Hours, Salary and Place of Work

The role is a full-time contract, for an initial one-year period, with the ambition to extend beyond one year if funding allows.

Working hours are 37.5 hours per week (5 days a week), spread throughout the full seven-day week, with flexibility to enable weekend and evening working as required to deliver engagement sessions NB: It is expected that at least one day each weekend is being worked.

The post is based in Peel at MWT's office, with some home working being acceptable and the expectation is that most of the time will be spent on location working in, and with, the IOM community. There is a need for frequent travel around the Island (utilising the MWT electric

vehicle) and, perhaps on occasions to leave the Island to attend meetings/conferences, and occasionally overnight stays might be required.

A full-clean driving license is essential for this role. There is a need for frequent travel around the whole Island and, on rare occasions to leave the Island to attend meetings and conferences, and occasionally overnight stays will be required. Mileage and accommodation costs are covered.

This post sits within our Wildlife Officer grades. The salary is Band C (£27,191) to D (£27,978) pa.

Overtime is not paid, and any additional hours will be taken as time off in lieu (TOIL), agreed in advance with the Head of Engagement in advance. In addition to the salary, MWT offer a 5% of salary additional pension contribution (following completion of the 3-month probationary period), through a pension scheme with Zurich International, which the post holder can select to pay more into if they so wish.

You will receive 25 days annual leave, plus 10 Manx Bank Holiday days, and an additional 3 days at Christmas (when we close the office) totaling 38 days.

3. Person Specification

4.1 Qualifications and Experience	Essential	Desirable
Degree-level qualification and/or equivalent experience in ecology, conservation, horticulture, environmental management or a related discipline	✓	
Experience delivering conservation, nature recovery or environmental projects	✓	
Experience working with volunteers and community groups	✓	
Practical horticultural knowledge and skills	✓	
Experience developing habitat management plans or practical land management programmes	✓	
Experience delivering training, workshops or educational activities	✓	
Experience of citizen science, biological recording or ecological monitoring		✓
GIS or ArcGIS experience		✓
Community organising experience		✓
Experience contributing to funding applications or grant-funded projects		✓

4.3 Skills and Attributes	Essential	Desirable
Strong knowledge of ecology, conservation and nature recovery	✓	
Ability to engage positively with a wide range of audiences	✓	
Ability to provide ecological and horticultural advice	✓	
Ability to organise, prioritise and deliver projects independently	✓	
Ability to collect, interpret and communicate ecological information	✓	
Strong written and verbal communication skills	✓	
Good IT skills, including Microsoft Office	✓	
Full driving licence	✓	
First Aid qualification, or willingness to undertake training	✓	
Knowledge of Isle of Man habitats, species and conservation priorities		✓

4.4 Behavioural competencies	
Competency	An ability to:
Enthusiasm	Enthuse for wildlife conservation and inspire others.
Planning & Organising	Plan, organise and manage work to meet given objectives, show initiative and solve problems.
Communication	Communicate personably and professionally in a variety of ways. Be outgoing, with strong inter-personnel skills.
Approach	Work precisely and professionally under pressure, with a mature, pragmatic and flexible approach.
Embracing Change	Seek out and implement new ideas and ways of working, striving for continuous improvement.
Motivation	Self-motivate, with high levels of enthusiasm and stamina, being able to effectively manage own time and priorities.
Delivering Services	Deliver a high-performance culture in all work.
Teamwork	Be a valued team player amongst MWT colleagues and stakeholders. Motivate others and work to the values and principles of MWT.
Working in partnerships	Demonstrate tact, empathy, understanding, diplomacy, confidentiality and discretion.

Projecting Confidence	Represent MWT well & professionally, and champion the work of MWT.
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