



**Butterfly
Conservation**

Saving butterflies, moths and our environment



Heritage

LOTTERY FUNDED

Candidate Information

Back from the Brink Cotswolds Conservation
Officer



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Background information

BC currently employs over 70 staff, around half of whom are based at its Head Office in Lulworth in Dorset. Others are located in offices in Scotland, Wales, Northern Ireland and around England. A few work from home. BC benefits from having a very active volunteer force, organised through a network of 31 branches across the UK, each covering one or more counties. There is also a European Interest Group, which participates in survey projects on the continent. These volunteers deliver an equivalent of over £10 million of effort each year.

Since its inception, one of BC's major activities has been the recording and monitoring of butterfly and moth populations. Following a major push in the early 1990s, this grew dramatically, and now harnesses the efforts of many thousands of recorders. The charity runs some of the largest insect recording schemes in the world: the Butterflies for the New Millennium Scheme with over 10 million records, and the UK Butterfly Monitoring Scheme which monitors populations at over 1,400 sites across the UK in association with the Centre for Ecology and Hydrology. In 2007, the Moths Count Project was launched with a major grant from the Heritage Lottery Fund. The main aim was to collate moth records into the National Moth Recording Scheme. This has been highly successful and the scheme has gathered over 23 million moth records.

These datasets of butterfly and moth records provide an important evidence base on the state of butterflies and moths in the UK, as well as identifying priorities for conservation. The data are also widely used for research, and BC has developed strong partnerships with several universities to use the data to investigate pressing environmental topics such as habitat fragmentation, the impacts of climate change, and insecticide use.

BC also runs the Big Butterfly Count, one of the largest surveys of its kind anywhere in the world. The charity benefits from having Sir David Attenborough as its President since 1999 and he has been a strong advocate of the count as a way of engaging a large cross section of the public. Since its start in 2010, almost half a million people have visited the count website and 158,000 people have taken part. They have counted a total of over 2.7 million butterflies, providing valuable data not just on the fate of our butterflies but also on the general health of our environment.

BC's conservation work focusses on saving threatened species from extinction, concentrating on over 130 species classified as priorities in UK legislation. The charity also provides advice on managing a wide range of habitats for all butterfly and moth species, including farmland and urban habitats. A central part of BC's conservation strategy is to conserve species at a landscape scale in order to ensure their long term survival. This involves working with multiple landowners and partners across whole networks of sites where species occur. These projects have been highly successful in restoring several threatened species after decades of decline. The results were published in a landmark report available on the BC website: Landscape scale conservation of butterflies and moths: Lessons from the UK.

To underpin this work, BC has expanded its member and supporter base to raise core income. In addition to its 30,000 members, BC reaches over 100,000 supporters via a monthly e-newsletter. A substantial part of BC's income has come in the form of government grants and contracts but as with other charities, this source of income has diminished in recent years. The charity has therefore worked hard to diversify its income streams from both internal and external sources. It also has a strong media presence, including a large and rapidly growing following on social media. These are important mechanisms to expand our influence, grow our capacity and harness new supporters.

The Future

The work of BC has never been more important. Wildlife is in steep decline across the UK and over three-quarters of butterflies and around two-thirds of moths are in decline. Many of these species are threatened with extinction. There are numerous new threats facing these species, such as the impact of climate change and rising development pressure. As butterflies and moths are sensitive indicators of environmental change and crucial parts of our ecosystem, work aimed at their conservation helps to maintain a healthy environment for humans as well as other wildlife.

To tackle the problems facing butterflies, moths and our environment, BC formulated a 2025 strategy following on from progress and achievements of the 2020 vision. The strategy recognises the need to maintain and expand its expert staff as well as its Branches and volunteers who are crucial to achieving success on the ground. The four core aims of BC are:

- Recover threatened butterflies and moths
- Increase numbers of widespread species
- Inspire people to understand and deliver species conservation
- Promote international conservation actions

In order to be more effective, BC is increasingly working in partnership with other NGOs. Starting in 2013, it has formed a partnership with six other species-focussed NGOs whose charitable objectives align very closely together. This partnership is now engaged in a series of major projects and has just been awarded £4.6million from the Heritage Lottery Fund towards preventing the extinction of threatened species in England.

Back from the Brink

Back from the Brink is a ground-breaking project funded by the Heritage Lottery Fund, Natural England, and Amphibian and Reptile Conservation, Bat Conservation Trust, Buglife, Bumblebee Conservation Trust, Butterfly Conservation, Plantlife, and the Royal Society for the Protection of Birds. It aims to secure the future of 20 species across the UK that are threatened with extinction by 2020, and promote the recovery of a further 118 rare and endangered species. To achieve these ambitious targets, the coalition of environmental bodies will work with landowners, special-interest groups and volunteers, to deliver targeted actions for priority species identified as being of principal conservation importance in England (under Section 41 of the Natural Environment and Rural Communities Act 2006) By harnessing and co-ordinating resources and expertise from government, charities, and volunteers, this landscape-scale partnership project will deliver significant conservation actions across the country.

The Cotswolds is a landscape of national importance due to the unimproved limestone grassland sites within it. These are home to nationally rare species of plant, bat and butterfly. Through working with landowners, this project will restore and manage a network of grassland sites within the Cotswolds, which will ensure the recovery and long-term viability of these vulnerable species. People and communities from the surrounding area will be given the chance to learn about these wonderful sites and species, enabling them to take an active part in their conservation.

The target species for the Cotswolds project are: Red-shanked Carder Bee, Large Garden Bumblebee, Rockrose Pot Beetle, Rugged Oil Beetle, Duke of Burgundy, Large Blue, Marsh Fritillary, Cotswold Pennycress, Pasque Flower, Fly Orchid, Juniper, Basil Thyme, Purple Milk-vetch, Grey Long-eared Bat and Greater Horseshoe Bat.

Bat Conservation Trust and Buglife are partners on the project and will be working with us to deliver actions towards their target species.

'Back from the Brink Cotswolds will:

- Restore and manage a select network of lowland calcareous grassland sites in the Cotswolds which support a number of the target threatened section 41 plants, bats and invertebrates.
- To increase the abundance and distribution of the target species.
- Reintroduce the Large Blue to 1 to 2 new sites, a key action needed to strengthen its fragile metapopulation.
- Support plans for a Marsh Fritillary translocation.
- To raise awareness of the target species with new and under-developed audiences.
- To provide opportunities for people to engage with these species in a proactive way, helping towards their conservation

The Role

Job Title:	Back from the Brink Cotswolds Conservation Officer
Responsible To:	Senior Regional Officer, South West England
Location:	Home based
Salary:	Grade C, £23,714 - £27,397 per annum, plus 5% pension contribution
Duration:	Fixed term contract 1 July 2017 – 28 February 2021

Job Purpose:

- To co-ordinate and deliver the Back from the Brink Cotswolds project across the target habitat networks in the Cotswolds
- To co-ordinate and deliver the project Activity Plan, particularly focusing on working with landowners and conservation professionals to deliver the species focused outcomes of the project
- To work closely with our local project partners, including Natural England, Gloucestershire Wildlife Trust, National Trust and Cotswolds AONB
- To work alongside the project's Community Engagement Officer and BC's Gloucestershire and Wiltshire Branches in building capacity for a local skilled volunteer group(s) to carry out monitoring and undertake practical tasks to sustain project outcomes, and to engage members of the public and provide opportunities for them to learn about these butterflies and moths
- To work with the Back from the Brink national team to ensure the work of the project is promoted and shared within the partnership

Specific Tasks:

- To implement a programme of practical conservation habitat management actions aimed at improving sites for the projects primary target species
- To supervise the installation of grazing infrastructure equipment on sites where targeted grazing is needed
- To work with local delivery partners, such as Natural England, Gloucestershire Wildlife Trust and National Trust to ensure their management on key sites takes into account the primary species
- Build new relationships and develop existing relationships with landowners and managers across the Cotswolds
- To provide specialist advice (through site visits) to landowners about the habitat requirements and conservation of the target species and help them incorporate these into their management plans for each site

- To co-ordinate the surveying and monitoring of the target species, both on known key sites and on new sites
- To work with species partners, such as Buglife and Bat Conservation Trust, as well as contractors, to deliver surveying training programmes for volunteers and landowners
- Work with contractor to carry out a reintroduction of Large Blue to one new site
- Use GIS and other techniques to produce a strategy for targeting sites for restoration and to link habitats to ensure the long term viability of the target species
- Work with the Community Engagement Officer to deliver a programme of talks, guided walks and other events
- Input as required into the Cotswolds project Steering Group
- Maintain good liaison with other BC staff and share the outcomes of the project within BC
- Input as required into the wider work of the Back from the Brink partnership, working closely with the national Natural England staff team
- Undertake such other work in connection with this project as may be required in agreement the line manager

Dealing with Volunteers/Managing External Partners and others

- Maintain regular contact and effective liaison with project partners and BC's local volunteer Branches
- Engage with landowners and managers and other groups as required
- Represent BC on relevant partnership groups within the region
- Raise awareness of butterfly and moth conservation among landowners, site managers, volunteers and the general public

Decision Making and Society Policy

- Maintain effective liaison with other BC staff as required

Other

- Contribute to the smooth running of the project, including dealing with routine telephone, email and postal enquiries
- Create and maintain administrative systems, a contacts database and other resources as required for the effective delivery of the project
- Ensure effective health and safety procedures are in place for all participants, including staff, public, volunteers, project partners and other BC staff

- Undertake such other work in connection with this project as may be required in agreement with your Line Manager

Person Profile

Technical/Specialist Skills

- Educated to degree or HND level in a biological or environmental science, or equivalent experience
- At least two years of relevant experience
- Project delivery and management experience
- Experience of working with volunteers to deliver habitat management work parties
- Broad experience with practical habitat management site works
- Experience and knowledge of a wide range of computer software, including GIS (MapInfo), email/internet, word processing, spreadsheets and databases
- Data management experience (data recording, comparison, analysis and presentation of findings)
- Full driving licence (or means to travel around the area) and valid car insurance for business use

Budget Responsibilities

- Experience of managing project budgets
- Experience of reporting to funders

Dealing with Volunteers/Managing External Partners and others

- Experience of working with landowners and partner organisations (such as National Trust, Natural England)
- Ability to communicate with a wide range of individuals ranging from landowners, partner organisations and volunteers
- Good written, spoken communication and presentation skills

Decision Making and Society Policy

- Empathy with aims and objectives of Butterfly Conservation

Personal Attributes

- Well organised and self-motivated; able to plan and undertake work on your own (or with limited direct supervision)
- Able to prioritise, meet tight deadlines and use own initiative

- Flexible: able to rapidly assimilate information and adapt to a changing environment
- Able to work effectively as a member of a team
- Pragmatic, innovative, enthusiastic and able to motivate others
- Able to manage potential conflicts by dealing with people in a calm and professional manner
- Willing to work some weekends and evenings and away from home on occasions

Desirables

- Knowledge and experience of limestone grassland habitats and priority grassland species associated with them (including the primary species listed here)
- A good understanding of the limestone grassland landscape habitats of the Cotswolds
- Experience of overseeing/managing external contractors
- Local knowledge of the project area

Terms and Conditions

The terms and conditions outlined below are for guidance purposes only and shall not constitute a contractual offer. Detailed terms and conditions of employment will be set out in an offer to the successful candidate.

Location and Hours

Home based.

The post holder will be required to work 1 fte (37 hours per week).

Some weekend and evening working may be required.

Start Date

The successful candidate will be expected to commence employment with BC on 1 July 2017 on a fixed term contract until 28 February 2021.

Remuneration and Benefits

- The salary for this role is £23,714 - £27,397 per annum, dependent on experience
- 5% pension contribution by the charity to the AVIVA Stakeholder Pension Scheme
- Annual leave entitlement of 23 days, rising to 28 days in year three of employment, plus public holidays.

Notice Period

After an initial probationary period of six months, during which notice shall be one week by either party, notice will be one month by either party.

How to Apply and the Appointment Process

Applications

Applications forms can be downloaded from BC's website www.butterfly-conservation.org

Please email completed applications forms to HR@butterfly-conservation.org

We are committed to the promotion of equality of opportunity in all our employment practices. The Equal Opportunities form is used for statistical purposes only and will not be seen by any member of the recruitment panel.

Your application form plays an important part in our selection process. Please ensure that your completed form relates as closely as possible to the requirements of the job, detailed in the Job Description and the Person Profile. C.V's will not be accepted.

We will correspond with you by email and phone. Please ensure that you provide us with an email address and phone numbers that you are happy for us to use for this purpose. Please provide a mobile phone contact if possible.

If you require any further information regarding this position, please email HR@butterfly-conservation.org

Closing Date

Please note that the closing date for applications will be **noon on Thursday 11 May 2017**.

Late applications will not be considered.

Selection Process

A shortlist of candidates will be invited to attend for interview **week commencing 22 May 2017** at BC's Head Office, Dorset.

Applicants must be entitled to work within the United Kingdom and we request that you provide BC with a copy of your passport (or acceptable proof of eligibility as specified by GOV.uk) upon appointment.

Due to an anticipated large volume of enquiries we will be unable to respond to all candidates therefore if you have not heard from us by 22 May 2017, please assume that your application has been unsuccessful on this occasion.

Travel Expenses

Reasonable travel expenses will be reimbursed to candidates required to attend for interview. Rail travel should be standard class, and mileage claims will be reimbursed at 30 pence per mile.

Before incurring any significant expenses (e.g. international travel or long journeys) please contact HR@butterfly-conservation.org

Agencies

Unfortunately agency applications for this position will not be considered.

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