



JOB DESCRIPTION

Job Title:	Wales Marsh Fritillary Recovery Project Officer
Responsible To:	Conservation Manager Wales
Location:	Home based / flexible, with frequent travel across South and West Wales and occasional to North West Wales.
Salary:	Grade C, £28,148 to £32,519 per annum, dependent upon experience, plus 8% pension contribution
Duration:	Fixed term until December 2025.
Hours:	37 hours per week (1fte)

This project is funded by the Nature Networks Programme. It is being delivered by the Heritage Fund, on behalf of the Welsh Government.

Job Purpose

- Responsible for leading and supporting the 'Marsh Fritillary Recovery Partnership' comprising partners and stakeholders who play a key role in Marsh Fritillary conservation in Wales.
- Lead and coordinate a team of volunteers to undertake Marsh Fritillary surveys and habitat assessments to identify opportunities and priorities for landscape scale action with particular focus on the protected sites network.
- Work with partners and landowners to create management recommendations and costed plans for priority Marsh Fritillary metapopulations, including those supported by the protected sites network.
- Oversee the work of a specialist survey contractor and evaluation consultant appointed under the project.

Main Responsibilities

- Working with partners and landowners, to develop a 'Marsh Fritillary Recovery Partnership' to consolidate current conservation effort, including existing efforts to survey, monitor and conserve.
- Recruit, and through liaison with specialist contractors, train new volunteers in Marsh Fritillary survey techniques, including larval stages.
- Coordinate a team of volunteers to undertake surveys of current Marsh Fritillary metapopulations.



- Work with Natural Resources Wales to ensure that relevant licenses are obtained where needed.
- Through liaison with the Butterfly Conservation colleagues, use GIS and other techniques to update and consolidate habitat quality mapping to create landscape-scale focus to identify opportunities and priorities for meaningful, evidence based, conservation efforts, including within the protected sites network.
- Through agreement and collaboration with partners and landowners, create recommendations and costed plans for identified priority sites to form a basis for future funding bids.
- Work with the Conservation Manager Wales and Head of Conservation Wales & Northern Ireland to identify funding opportunities for further work across identified priority Marsh Fritillary metapopulations.
- Ensure all findings of the development phase are compiled so that they can eventually feed into a 'Marsh Fritillary Strategy for Wales'.
- Disseminate the impact of BC's work through presentations, media interviews, preparation of reports, and social media.
- Undertake day to day management of the project, providing interim reports, budget updates etc. in collaboration with your line manager when required.
- Oversee the work of the specialist survey contractor and evaluation consultant to ensure that their outputs are of the required standard and accomplished within schedule.
- Undertake data entry and manipulation, including map production using QGIS, to ensure efficient capture of all aspects of the project.
- Seek to promote the involvement of young people with Marsh Fritillary surveying, which currently form an under-served group.
- Support the production of progress reports and claims in conjunction with the BC Finance Team.
- Ensure project compliance with the NHLF grant agreement.

General

- Promote BC's values (Excellence, Passionate, Inspiring, Collaborative) ensuring they are adopted in all aspects of the role.
- Undertake all duties and responsibilities in compliance with the rules and regulations encompassing equal opportunities to help foster a diverse workforce.
- Work in accordance with BC's policies, procedures, and codes of conduct.
- Actively participate in on-going professional development activities.



PERSON PROFILE

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Technical/Specialist Skills	Essential	Desirable	Method of assessment
A degree or similar qualification or equivalent experience in natural sciences or ecology	✓		A
Competent field naturalist with a demonstrable interest and passion to work in field ecology and sound understanding of ecological processes	✓		A/I
A good understanding of the ecology of butterflies and moths		✓	A/I
Knowledge of experience of monitoring techniques, particularly for invertebrates		✓	A/I
An understanding of habitat management requirements including conservation grazing for Lepidoptera, and in particular for Marsh Fritillary, and the principles of landscape-scale conservation		✓	A/I
Data management experience (data recording, comparison analysis and presentation of findings)	✓		A/I
Experience and knowledge of a wide range of computer software, including GIS (QGIS), email/internet, word processing, spreadsheets and databases	✓		A/I
Experience of engaging the public with project activities and/or in leading or supporting volunteer training.	✓		A/I
Welsh Speaker		✓	A

Budget Responsibilities			
An understanding of management of budgets		✓	A/I

Line Management/Contractor Responsibility			
Experience of liaising with contractors to deliver survey specifications		✓	A/I

Working with Volunteers/Managing External Partners and others			
Able to communicate with a wide range of individuals ranging from landowners, partner organisations and volunteers	✓		A/I
Good written, spoken communication and presentation skills for a wide variety of audiences	✓		A/I
Experience of speaking with the media		✓	I



Personal Attributes			
Empathy with aims and objectives of BC	✓		A / I
Pro-active in resolving problems and improving efficiency	✓		A / I
Analytical and methodical, with a high degree of accuracy	✓		A
Well organised and self-motivated; able to plan and undertake work on your own	✓		A / I
Able to prioritise a diverse workload, meet tight deadlines and use own initiative	✓		A / I
Flexible: able to rapidly assimilate information and adapt to a changing environment	✓		I
Able to work effectively as a member of a team	✓		A / I
Pragmatic, innovative, enthusiastic, and able to motivate others	✓		I
Able to manage potential conflicts by dealing with people in a calm and professional manner	✓		A / I
Willing to work some weekends and evenings and away from home	✓		I
Full driving license with valid vehicle insurance for business use	✓		A
Access to personal vehicle for work purposes	✓		A

Key:

A = Application Form

I = Interview