

Marine Partnerships Officer

Role profile



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Photo: Alexander Mustard

Introduction

Cornwall's seas and coastal communities are at the heart of our economy and culture. Cornwall Wildlife Trust believes that the future health and productivity of our seas depends on developing collaborative approaches to marine conservation that value local knowledge, and respect traditional livelihoods.

In an increasingly polarised world, there are strident disagreements about how our seas should be protected and used. This role represents a unique opportunity to instead build bridges—working in partnership with fishers, local communities, and businesses to explore the potential for community-led approaches to marine conservation, from voluntary codes of conduct to community-led seabed leasing. This is part of a three-year project which aims to clearly establish the benefits and disbenefits of community-led approaches in Cornwall, along with the mechanisms for delivery.

The Marine Partnerships Officer will play a central role in listening, learning, and convening. By supporting local leadership and exploring community-led seabed leasing and governance models, this position will place local voices at the forefront of marine stewardship.

We are looking for a collaborative and empathetic individual who can build trust, resolve conflicts, and facilitate dialogue between diverse groups. A passion for marine conservation, combined with a grounding in the needs and knowledge of coastal communities, is essential. If this sounds like you and you're up for the challenge, read on.



Dan Barrios-O'Neill, Head of Marine Conservation Cornwall Wildlife Trust



Cornwall Wildlife Trust has one of the most established marine programmes within the Wildlife Trust movement, as we seek to protect and restore Cornwall's coasts and seas.

About us

Where we've come from: For more than 60 years, Cornwall Wildlife Trust has been working to protect Cornwall's wildlife and wild places. Although a local, independent charity, we are part of a national movement of 46 Wildlife Trusts, all with a shared purpose.

Our vision is of a Cornwall where nature thrives, with our wildlife and wild places valued and enjoyed by all.

A Cornwall where currently rare and threatened species are once again a normal part of our countryside, skies and seas. Where healthy oceans, soils, rivers, wetlands, woodlands, moors, grasslands, sand dunes and other ecosystems are recognised for the roles they play. Where every child in Cornwall grows up with access to beaches and green spaces. And where we're all connecting with, benefiting from and taking action for nature.

Our 2030 strategy (here) aims to ensure more areas of land and sea are managed well for wildlife, by informing, involving and inspiring more people, from all spheres, to take action for nature. We're working towards this through the following objectives:

1. Demonstrate what is possible and inspire others through conservation delivery.
2. Support and advise others on how to reduce negative pressures and create positive outcomes for wildlife.
3. Engage and mobilise individuals and groups to use their time and resources to participate in practical action.
4. Campaign and advocate for better decisions for nature from those in power.

Our values

- We are **Passionate** and **Inspiring**: We believe in our vision of a Cornwall where nature thrives and know that what we do matters. We are committed to our work and inspire others to join us.
- We are **Knowledgeable** and **Authentic**: We bring expertise and credibility to our work, ensuring actions and decisions are grounded in integrity, accountability, evidence and practicality.
- We are **Inclusive** and **Enabling**: We know we cannot turn the tide on nature's decline alone, and that everyone has a role to play. We listen to, learn from, collaborate with, involve, educate and empower others to deliver change.
- We are **Focused** and **Impactful**: We are ambitious and determined to deliver impact. We recognise the need to be creative, applying bold new approaches alongside the things we know already work.

Every person in Cornwall Wildlife Trust has an important role living our values as we work towards a Cornwall where nature thrives.



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Photo: Sam Baker

Role summary

Purpose: **(1)** to convene and collaborate with coastal communities, fishers, local businesses, Cornwall Council, The Crown Estate, and others, to explore new approaches community-led marine stewardship, and; **(2)** to identify delivery mechanisms for community-led marine stewardship, and; **(3)** to establish the benefits and disbenefits of these mechanisms.

Salary: £27,000 - £31,000

Hours: Full time (37.5 hours)

Contract type: Fixed Term (three years)

Location: The role will be based at Cornwall Wildlife Trust's HQ, on our Five Acres nature reserve, working with the Marine Team, with a day a week also spent with Cornwall Council's Nature Recovery Team. Home working will be facilitated as required, but the role cannot be fully remote. Frequent travel to multiple locations along the Roseland Peninsula, and around St Austell Bay, will be required.

Reports into: Dan Barrios-O'Neill, Head of Marine Conservation, Cornwall Wildlife Trust; Abigail Crosby, Senior Marine Officer, Cornwall Council.



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Mevagissey, Cornwall's second busiest fishing port, is close to St Austell Bay, which is home to some of the country's most important seagrass and maerl beds.

Responsibilities

- Establish, grow, and maintain working relationships with communities, fishers, and local stakeholders, throughout the Falmouth Bay to St Austell Special Protection Area (SPA).
- Establish and facilitate a stakeholder working group covering the SPA, bringing together regulators, individual fishers and fishers' associations, community groups, recreational water users, and local businesses.
- Work with fishers, and a fisheries liaison representative from the local fishing community, to centre local knowledge and livelihoods in the partnership.
- Working with the Crown Estate, regulators, the University of Bristol, and Cornwall Council's planning team, commission and coordinate a study on the feasibility and potential delivery mechanisms for community-led seabed leasing.
- Develop and test potential partnership governance models for community-led marine stewardship, for example through the establishment of a CIC or local authority partnership.
- Actively support communities and local stakeholders to lead on marine stewardship in the SPA.
- Capture and share learning by producing a practical roadmap and handbook on scaling community-led marine stewardship across England.
- Manage the partnership project finances, particularly with respect to resourcing stakeholders to convene across the SPA.
- Collate data and evidence to monitor and evaluate project progress.
- Synthesise project progress through the production of annual progress reports.
- Support wider education activities of Cornwall Wildlife Trust and partners in the SPA, particularly through the catchment-scale projects such as Tor to Shore and Rivers to Reef.
- Support ecological and sociological data collection delivered by the Tor to Shore project, citizen scientists, and regulators working across the SPA.
- Support the media and communications work of Cornwall Wildlife Trust in the SPA, with particular focus on raising local voices.



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Person specification

Experience

- Experience managing partnerships or collaborative projects involving diverse stakeholders (e.g. communities, fishers, regulators, or local authorities). (E)
- Experience in community engagement, co-design, or participatory governance. (E)
- Proven record of project delivery, including coordination, budgeting, and reporting. (E)
- Experience communicating complex or technical information clearly to different audiences. (E)
- Experience working in marine, coastal, or fisheries contexts. (E)
- Experience with local authority, academic, or regulatory partnerships. (D)
- Experience producing guidance documents, toolkits, or case studies. (D)

Skills

- Strong facilitation, negotiation, and relationship-building skills, with the ability to manage sensitive issues and conflicting perspectives. (E)
- Excellent written and verbal communication skills. (E)
- Strong organisational and time management skills, with the ability to balance multiple priorities. (E)
- Able to work both independently and collaboratively in multi-partner settings. (E)
- Ability to design and deliver workshops or participatory meetings. (D)
- Ability to synthesise learning into practical guidance or policy recommendations. (D)
- Full driving licence. (E)

Knowledge

- Understanding of community-led approaches to conservation and participatory decision-making. (E)

- Awareness of the social, cultural, and economic context of Cornwall's coastal communities. (E)
- Familiarity with Cornish fisheries and inshore fisheries management. (E)
- Knowledge of the UK marine planning and policy landscape. (D)
- Degree level (or equivalent experience) in marine conservation, environmental social science, or a related field. (D)

Personal qualities

- Passionate about marine conservation and empowering local communities. (E)
- Respectful of divergent perspectives on marine stewardship and traditional livelihoods. (E)
- Collaborative, inclusive, and open-minded. (E)
- Creative and solution-focused, with a positive, practical approach. (E)

Please note: (E) indicates essential, (D) indicates desirable



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Finally...

Other details

- Cornwall Wildlife Trust operates excellent toil and flexible working policies.
- Enhanced company holiday entitlement – starting at 25 days and rising to 30 days (one day extra for each year worked after three complete years served), with additional time off between Christmas and New Year.
- Employees have access to the Employee Assistance Programme (24/7 counselling service) and Employee health and wellbeing portal upon successful completion of probationary period.
- Stakeholder pension.
- The successful candidate will have the opportunity to visit and spend time at some of Cornwall's most beautiful wild places.

To apply

Please send a CV and supporting statement clearly outlining your suitability against the person specification, along with the pre-employment requirements form to recruitment@cornwallwildlifetrust.org.uk by midnight on Sunday 30th November. The first round of interviews are planned for the week commencing 15th December.

Thank you for your interest in joining us to create a Cornwall where nature thrives.



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Bull huss in seagrass.



Photo: Matt Slater

Photo: Adrian Langdon

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