

Helman Tor Reserves Officer

January 2026



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where **nature** thrives

Introduction

For too long conservation efforts on land and at sea have been fragmented. Cornwall Wildlife Trust aims to change that through Tor to Shore, an ambitious and unique project spanning across both land and sea, one of the first of its kind in the UK.

Spanning from the granite boulders of Helman Tor, through farmland surrounding Par River, into the magnificent waters of St Austell Bay, we aim to create a thriving landscape rich in wildlife but importantly connecting nature and people. We will bring back rewilding principles to our reserves, work with farmers to support sustainable farming practices, and work with local fishers and communities to protect Cornwall's marine habitats. We will also work with local communities, to highlight nature's value and empower communities to take action, so together we can create a Cornwall where nature thrives.

This landscape-scale project will demonstrate that joined up efforts to create bigger, better, more connected land and seascapes can be transformative for nature recovery and local communities.

The role of Reserves Officer is key to implementing the rewilding principles at the Helman Tor Nature Reserves and creating a landscape scale local nature recovery network from source to sea. We are looking for someone to join us who both shares our mission and vision for nature recovery. We look forward to hearing from you and I wish you every success with your application.



A handwritten signature in black ink that reads "Callum".

Callum Deveney, Director of Nature Recovery
Cornwall Wildlife Trust



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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.



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Helman Tor, Cornwall Wildlife Trust's largest nature reserve, will be home to one of our most ambitious and exciting projects, as we look to implement rewilding principles at the site.

Photo: Ben Watkins



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.



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



Our strategy


To halt nature's decline, **we need** more space for nature (bigger, better and more joined-up), active nature restoration (not just the protection of what remains) and reduced pressure on nature everywhere (be that from development, pollution, habitat loss, intensive farming and fishing, or climate change). But we can't do this alone.

We will 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.

How? Through our four impact objectives, as outlined in our full strategy ([here](#)):

1. Demonstrating what is possible and inspiring others through our conservation delivery
2. Supporting and advising others on how to reduce negative pressures and create positive outcomes for wildlife
3. Engaging and mobilising individuals and groups to use their time and resources to participate in practical action
4. Campaigning and advocating, as we use our voice to call for better decisions for nature from those in power

The above are supported by four enabling objectives, including the need to increase awareness and inspire engagement. This position will play a key role in driving this forward, providing an exciting opportunity to contribute to our vision.



Under Cornwall's waves lies a vibrant marine world. But like on land, nature at sea needs support. Cornwall Wildlife Trust's 2030 strategy considers how marine and terrestrial work can complement one another to ensure the biggest impact for nature.

Tor to Shore

Cornwall's State of Nature 2020 report shows clear and ongoing declines in wildlife, driven by habitat loss, fragmented landscapes, polluted and degraded rivers, pressures on marine ecosystems and the accelerating impacts of climate change. Intensive farming, fishing and development have compounded these pressures, leaving just 24% of rivers in good ecological condition and placing iconic marine habitats such as seagrass and maerl at risk. These combined threats are reducing the resilience of species and habitats across the catchment, while many local communities continue to face deprivation and barriers to accessing nature. Tor to Shore will enable rewilding of nature reserves, improved land and water management, and community-led action, recognising that Cornwall's ecosystems are interconnected and must be restored together. There are four 'project area vision statements' that clearly align with Cornwall Wildlife Trust's own strategic objectives:

Rewilding for Nature and Reconnecting with Communities

Rewilding Helman Tor to support key species through rewilding and habitat creation, while improving community access and connection via a new Community Hub at Creney Farm.

Catchment Resilience for Waterways, Wildlife and Farming

Restoring the river catchment through natural processes, wild beaver reintroductions and sustainable farming, improving wildlife and water quality while maintaining food production.

Thriving Marine Life, Healthy Seas and Productive Fisheries

Protecting and enhancing St Austell Bay by understanding blue carbon habitats, improving water quality and supporting sustainable fisheries and voluntary marine protection.

Community Empowerment and Inclusion, Enabling Nature Connection and Action

Removing barriers to nature access, supporting wellbeing, education and volunteering, and empowering communities to take action for nature.



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Role Outline

The Helman Tor Reserves Officer will lead the delivery of the ambitious Tor to Shore project at Helman Tor Nature Reserve, Cornwall Wildlife Trust's largest and most ecologically significant site. Working across a 735-acre nationally designated landscape, the postholder will play a key role in restoring and managing a rich mosaic of priority habitats, including lowland heathland, species-rich grasslands, wetlands, woodland, and mire, supporting nationally and internationally important wildlife.

The role will oversee the introduction and management of mixed conservation grazing using large herbivores, supporting natural habitat processes and long-term, low-input land management. Responsibilities include coordinating habitat creation and restoration works such as fencing, scrub clearance, glade creation, grassland restoration, wood-pasture development, and wildflower meadow creation, as well as contributing to species recovery for priority fauna and flora including marsh fritillary, willow tit, hazel dormouse, and rare plant species.

Based at Creney Farm, the postholder will help establish a new operational hub for reserve management, supporting livestock care, equipment use, and staff and trainee development. The role also includes improving public access and engagement through enhanced infrastructure, waymarking, educational signage, and community facilities.

A key element of the position is recruitment, training and management of annual trainees and the line management of the assistant reserves officer, who will assist in the management of the Helman Tor reserves. The postholder will also lead and coordinate regular volunteer work parties, delivering hands-on conservation in wildlife-sensitive or inaccessible areas. This includes supporting volunteers to gain practical skills, fostering an inclusive, intergenerational conservation community, and helping create pathways into careers in the environmental sector.

Working closely with reserve trainees, volunteers, contractors, and stakeholders, the Helman Tor Reserves Officer will contribute to landscape-scale nature recovery, strengthening habitat connectivity beyond the reserve boundary and safeguarding Cornwall's natural heritage for the future.

Long horned cattle on Creney Farm with Helman Tor in the background.

Photo: Gwen Maggs



Role Summary

Title: Tor to Shore Helman Tor Reserves Officer

Purpose: The Helman Tor Reserves Office is responsible for practical land management and public engagement work at Helman Tor Nature Reserve. The Helman Tor Reserves Officer will deliver objectives in accordance with management plan, stewardship agreements and Tor to Shore Project deliverables.

Team: Mid-Cornwall Reserves

Salary: £27,628 per annum

Hours: Full time (37.5 hours)

Contract type: 5-year fixed term contract, subject to confirmation of funding

Start Date: 30th March 2026

Location: Cornwall Wildlife Trust's HQ, based in our Five Acres nature reserve, until the Creney Farm development of reserves barn and offices are complete after which this will be the main base, with regular working from home supported

Reports to: Mid Cornwall Reserves Manager

Line reports: Helman Tor Assistant Reserves Officer, Helman Tor Trainees

Key internal relationships: Wider Reserves Teams, Tor to Shore Project Team

Devil's bit scabious at Helman Tor nature reserve, the habitat and larval food plant of the nationally rare marsh fritillary butterfly

Photo: Laura Snell

Responsibilities

Reserve Management:

Work under the guidance of the Mid Cornwall Reserves Manager to deliver the on-site management of the Helman Tor nature reserves, including;

- Habitat management,
- Estate and infrastructure management,
- Biological monitoring work,
- Health and safety monitoring work,
- Grazing and livestock management.

Delivering this work by:

- Carrying out the work in person,
- Supervising contractors,
- Co-ordinating volunteer labour, and
- Co-ordinating staff colleagues in the Reserves team

Staff Management:

- Management responsibility for the Helman Tor Assistant Reserves Officer and Helman Tor Trainee. Recruit, organise, supervise and support the part-time, year-long Helman Tor Trainee participants in practical reserves management.
- Take responsibility for the Health and Safety of the trainee and ensure safe working practices are adhered to at all times.
- Organise and supervise a programme of 'in house' and external training for the Helman Tor Trainees, overseeing their development to maintain the high standards of this programme and to ensure volunteer development progresses according to their, and the Trusts expectations.
- Recruit, develop, organise, and support key volunteers and teams of volunteers as required in practical reserve management and grazing. Take responsibility for the health and safety of these volunteers and ensure safe working practices are adhered to at all times.

Conservation Work

- Ensure completion of all conservation works associated with Helman Tor, in line with Tor to Shore project awarded grant and timetable.
- To work with the Mid-Cornwall Reserves Manager to purchase significant amount of new conservation machinery and equipment, as specified in Tor to Shore project.
- Assist with the management (welfare and movement) of Trust livestock and monitor licensed grazing programmes on specific sites where instructed.
- Shared responsibility for the management of graziers and contractors at Helman Tor.
- Maintain a thorough understanding of the management of the Helman Tor Nature Reserve and the seasonal, annual and long-term objectives to enable decisions to be made in the field on own initiative.
- Support the Mid Cornwall Reserves Manager in managing practical contracts including; preparing specification and tender documents, selecting contractors and supervising them on site.



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Responsibilities cont.

Management and Operation of Machinery:

- Work with other reserves staff to ensure that all tools and equipment are maintained regularly as necessary (or according to manufacturers' instructions) and that they are stored appropriately. Maintain the tools inventory for insurance purposes.
- Maintain and oversee a system to ensure that all of the Reserves machinery is serviced according to manufacturer's recommendations and that appropriate records are kept, recruiting support from others in the team, to include:
 - Tractors
 - Tractor implements
 - ATV
 - Diggers
 - Trailers
 - Chainsaws
 - Brushcutters
 - Generators
 - Any other powered tools
- Maintain the Reserves Section vehicles in a clean condition and ensure that health and safety procedures and checks are carried out regularly.



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Breny Common Nature Reserve, a Site of Special Scientific Interest with important wetland habitat for rare species such as the small red damselfly.



Responsibilities continued

Wider Work:

- Act according to the Trust's health and safety policy and ensure that volunteers and contractors act according to the policy.
- Feed into the work planning system, and work to agreed programmes, guided by the Mid Cornwall Reserves Manager and the reserves management plan. Maintain records of work completed utilising the current systems of work.
- Attend relevant liaison meetings for nature reserves in the Helman Tor area. Deputise for the Mid Cornwall Reserves Manager when required.
- Liaise with the Trust's Local Groups and their representatives where necessary.
- Prepare articles for the Trust's magazine where necessary. Assist the Reserves Manager in publicising the nature reserves when appropriate, including the preparation of press releases.
- Attend Reserves Team meetings, full staff meetings and regular planning meetings with your line manager.
- Production of interpretation and leaflets in consultation with designers.
- Deliver events for members and the public as required.
- To assist with the rolling programme of tree safety surveys on across Helman Tor and organise necessary tree safety work by Trust staff or contractors.
- To be responsible for own management of activity area budgets and contribute to budget setting process, as agreed with line manager.
- In order for the organisation to work effectively you may be required to assist with other areas of work and therefore you should be prepared to undertake other duties appropriate to the post, as delegated by your line manager.
- All staff are required to abide by organizational policies and procedures.



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Person specification

Knowledge & Experience	Essential	Desirable
• 2 Years relevant work experience	✓	
• Ability to develop and manage a team of practical volunteers	✓	
• Proven knowledge and experience of habitat management and assessment for a range of habitat types	✓	
• Experience of supervising contractors		✓
• Relevant degree or equivalent qualification		✓
• Knowledge of Health and Safety legislation	✓	
• Knowledge of ecological principles and processes	✓	
• Identification skills for common biotic groups	✓	
• IT skills to include report writing, spreadsheet maintenance and GPS systems	✓	
• Budgetary and work planning skills and experience	✓	
• Livestock management skills	✓	
• Countryside furniture and fencing installation skills	✓	
Skills		
• A current UK-valid driving licence	✓	
• NPTC Level 2 Award in the Transport of Animals by Road (Short Journeys)	✓*	
• Trailer driving on current driving licence (B+E)		✓
• Off road driving certificate	✓*	
• Tractor Driving certificate		✓
• QCF level 2 and 3 chainsaw certification or equivalent	✓*	
• Current pesticides application certification		✓
• Tree safety assessment training	✓*	
• Current LANTRA brushcutter certificate	✓*	
• First aid at work Forestry plus qualification	✓*	
Personal Qualities		
• Enthusiasm, self-motivation and initiative	✓	
• Good verbal communicator and negotiator	✓	
• Commitment to wildlife conservation	✓	
• Willingness to work in all weathers	✓	
• Willingness to work evenings and weekends as necessary	✓	
• Willingness to undertake further training	✓	

*Certain certifications, if not already held by the successful candidate, must be obtained within six months of starting the position. The appointed candidate will receive appropriate training and have two opportunities to successfully fulfil the required assessments. This training and assessment process will occur within the initial six months of employment, or a longer period if agreed upon by the Trust.

Finally ...

Other details

- Events and meetings relevant to the role may be held outside office hours.
- 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
- Cornwall Wildlife Trust provides a 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 outlining your suitability against the person specification to recruitment@cornwallwildlifetrust.org.uk by midnight on Friday 20th February 2026.

If you are successful in your application, you will receive an invite for interview by the 23rd February 2026.

First round interviews are planned for the 25th Feb 2026, can be subject to change.

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



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Photo: Laura Snell