

Tor to Shore Youth and Inclusion Officer

January 2026



Cornwall
Wildlife Trust

Creating a **Cornwall**
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 Youth and Inclusion Officer is key to engaging the local community and young people with their local environment and breaking down the barriers people face to accessing and benefitting from nature. We are looking for someone to join us who both shares our mission and vision for nature recovery and community engagement. We look forward to hearing from you and I wish you every success with your application.



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

Callum Deveney, Director of Nature Recovery
Cornwall Wildlife Trust



Cornwall
Wildlife Trust

Creating a **Cornwall**
where **nature** thrives

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.



Cornwall
Wildlife Trust

Creating a **Cornwall**
where **nature** thrives

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.



Cornwall
Wildlife Trust

Creating a **Cornwall**
where **nature** thrives

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 Cornwall, 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 habitat creation and heritage livestock, while improving community access and connection via a new Community Hub at Crenney 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.



Cornwall
Wildlife Trust

Creating a **Cornwall**
where **nature** thrives




Role Outline

Are you a people person who's passionate about the role of communities in bringing nature back to Cornwall? Cornwall Wildlife Trust is currently recruiting a Youth and Inclusion Officer to play a crucial role in our most ambitious project ever 'Tor to Shore'. We're looking for a natural communicator and team player, with experience of working with communities. You must be able to inspire people, establish relationships, and build trust easily, including with groups who are currently disengaged with nature.

The purpose of this role is to support a diverse range of people to connect with and take action for nature in the project area, in particular engaging those experiencing barriers to connecting with nature, and engaging more young people with nature. The role will lead on Tor to Shore's Youth and Inclusion-focused engagement activities during the project's five-year delivery phase. This will include delivering a variety of short, medium and long term nature connection programmes with under-resourced communities in the project area, planning and delivering activities in schools and with local youth groups and organisations, and develop a local 'green teaching' network.

At Cornwall Wildlife Trust we are always looking to learn, and to improve the ways we operate to ensure we are as inclusive and accessible as possible. As such, you will be working within a team who are all running events with inclusivity in mind. However, this role has been created to provide a particular focus on reaching communities who experience less opportunity to connect with nature. It is an exciting time to join the Trust, as we have just established our Equality, Diversity and Inclusion staff panel, and this post will have the opportunity to contribute directly to improving systems to ensure an inclusive Cornwall, where everybody is able to experience and take action for nature.

This role will work closely with the Tor to Shore Community and Volunteer Officer, who will deliver the public events programme for the project, and will work with local groups and volunteers to support people taking action for nature through the project.



Campfire stories with Acorn CIC, reading the Tor to Shore children's book, engaging local children with the Tor to Shore catchment and the unique places and wildlife they can find on their doorstep.

Role summary

Title: Tor to Shore Youth and Inclusion Officer

Team: Tor to Shore Project Team, with active involvement in the Community and Engagement Team

Salary: £27,583 per annum

Hours: Full time (37.5 hours)


Contract type: 5-year fixed term, 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: Tor to Shore Project Manager

Key internal relationships: Tor to Shore Community and Volunteer Officer, Tor to Shore Community Assistant, Community and Engagement Manager, Community Engagement Officer, and Tor to Shore's Marine Officer.

A photograph of four people (three women and one man) posing on a rocky outcrop. The woman on the left is wearing a grey tank top and blue jeans. The woman in the center is wearing a striped dress and a straw hat. The man is wearing a black jacket and blue jeans. The woman on the right is wearing a blue jacket and a red scarf. They are all smiling and gesturing towards the camera. The background shows a vast landscape with rolling hills, fields, and a small body of water under a clear blue sky.

Tor to Shore Nature Club Day Trip to Helman Tor Nature Reserve in collaboration with Cornwall Neighbourhoods for Change. Working with local communities who face barriers to nature and building their confidence to experience and take action for their local wildlife and wild spaces.

Responsibilities

- Continue work initiated in development phase to identify and build relationships with key organisations and groups in the project area who are working with communities that could benefit from connecting with nature – develop understanding of their needs and identify opportunities for collaboration
- Build on relationships established through the development phase with local schools and youth groups and organisations to engage them with the project
- Design and deliver a menu of 3-session programmes for schools and youth groups focusing on topics such as wildlife gardening or surveying
- Overseeing the work of an education specialist partner to design and deliver teacher training focusing on helping children and young people learn about nature in Cornwall and develop a green teaching support network
- Design and deliver nature connection programmes of a variety of lengths to target groups within the community, including:
 - Two bi-weekly nature clubs (including one monthly indoor nature club, and one outdoor monthly nature club).
 - Adult and youth nature connection courses
 - Days Out with under-resourced communities
- Contribute to the project's monitoring and evaluation, capturing key data as required by the project's evaluation framework.
- Ensure that various Cornwall Wildlife Trust processes and procedures (including, but not limited to, those relating to safeguarding, health and safety, and data protection) are adhered to.
- Undertake other work required within the project, including project support, communications, media work and administration.

Nature Club in collaboration with Cornwall Neighbourhoods for Change, making bird feeders.



Photo: Sāsha Pinto

Person specification

		Essential	Desirable
Knowledge and experience	Experience of building relationships and working with a diverse range of community groups and stakeholders	✓	
	Experience of developing and delivering community engagement activities that are inclusive and accessible to a range of audiences and ages	✓	
	Experience of working with children and young people and delivering engagement activities in a school environment	✓	
	Experience of designing and delivering conservation-focused activities and events		✓
	Experience of speaking publicly, both formally and informally	✓	
	Degree or similar in relevant environmental discipline		✓
	Knowledge of Cornwall's habitats, species and nature conservation issues - and also wider general nature conservation and sustainability issues		✓
Skills	Excellent communication skills, with the ability to convey complex topics in a simple way and communicate confidently with a wide range of audiences	✓	
	Ability to prioritise tasks and manage time effectively	✓	
	Computer literate, in particular with Microsoft Office applications, including word and excel	✓	
Personal qualities	Collaborative and works well as part of a team	✓	
	Able to work independently and comfortable taking initiative where appropriate	✓	
	Willingness to take on a variety of tasks and adapt to changing priorities	✓	
	Enthusiastic, friendly, professional attitude	✓	
	Committed to, and passion for, environmental conservation and the benefits of nature connection	✓	
Other	Full clean driving licence	✓	
	First Aid qualified		✓



Cornwall
Wildlife Trust

Creating a **Cornwall**
where **nature** thrives

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 24th February 2026.

First round interviews are planned for the 27th February 2026, can be subject to change.

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



Cornwall
Wildlife Trust

Creating a **Cornwall**
where **nature** thrives

A group of children are gathered around a white plastic tub, looking intently at something inside. A hand is visible in the upper left, possibly holding a small object. The children are dressed in casual clothing, including a red shirt, a blue and green striped shirt with a crocodile graphic, and a dark blue hoodie. The background is slightly blurred, suggesting an outdoor setting.

Creating a **Cornwall**
where **nature** thrives



Cornwall
Wildlife Trust