

Mid-Cornwall Reserves Officer

May 2026



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Wildlife Trust**

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

Introduction

Cornwall Wildlife Trust manages some of the county's most important and inspiring places for nature, working to protect wildlife and ensure that people can enjoy and value Cornwall's special landscapes.

Our nature reserves are at the heart of this work, safeguarding diverse habitats while supporting species recovery, responsible land management, and meaningful engagement with volunteers, partners and local communities.

We are now seeking a Mid-Cornwall Reserves Officer to play a key role in the delivery of practical conservation across our Mid-Cornwall nature reserves. Working closely with the Mid-Cornwall Reserves Manager, this post is central to the day-to-day management of our sites, helping to turn reserve management plans into effective, high-quality action on the ground.

This is a role for someone who combines strong practical conservation skills with excellent organisational ability, initiative and a collaborative approach. The successful candidate will enjoy working outdoors in all seasons, be confident making decisions in the field, and be committed to maintaining high standards of safety, welfare and environmental best practice.

In return, Cornwall Wildlife Trust offers the opportunity to work across a varied and rewarding reserve portfolio, contributing directly to the long-term protection and enhancement of wildlife in mid-Cornwall. If you are motivated by conservation, enjoy leading and supporting others, and want to make a tangible difference for nature, we would be delighted to hear from you.



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.



Role Outline

The Mid-Cornwall Reserves Officer is a key operational role within Cornwall Wildlife Trust's Reserves Team, supporting the delivery of practical conservation across the Trust's Mid-Cornwall nature reserves. Working under the guidance of the Mid-Cornwall Reserves Manager, the postholder will help translate reserve management plans into safe, effective work on the ground, ensuring that habitats, species and infrastructure are managed to support long-term conservation objectives.

This is a strongly hands-on, field-based role, combining habitat management, estate maintenance, biological monitoring and health and safety oversight. The officer will carry out practical work directly while also coordinating and supervising contractors, colleagues and volunteers to ensure work programmes are delivered efficiently and to a high standard. A sound understanding of seasonal and long-term management priorities is essential, enabling informed decision-making in the field.

People management forms an important part of the role. The Mid-Cornwall Reserves Officer line-manages the Assistant Reserves Officer and plays a central role in recruiting, organising and supporting volunteers, including the Volunteer Trainee Reserves Team. This includes providing appropriate training, maintaining high standards of practical work, and taking responsibility for health, safety and welfare on site.

The postholder will also support conservation grazing and livestock management, contractor supervision, planning, budgeting and record-keeping. The role includes liaising with local groups and partners, representing the Trust at meetings when required, supporting communications and events, and contributing to public engagement. Through this varied position, the postholder will make a direct contribution to the care and enhancement of Mid-Cornwall's most important places for wildlife.

Shetland pony grazing Rosenannon Downs Nature Reserve

Role Summary

Title: Mid-Cornwall Reserves Officer

Purpose: The Mid-Cornwall Reserves Officer is responsible for delivering practical land management across Cornwall Wildlife Trust's Mid-Cornwall nature reserves. Working with the Mid-Cornwall Reserves Manager, the postholder will implement management plans, stewardship agreements and work programmes to ensure high-quality habitat management, safe working practices and positive outcomes for wildlife, people and landscapes.

Team: Mid-Cornwall Reserves

Salary: £26,228-£28,181

Hours: Full time (37.5 hours)

Contract type: Permanent

Start Date: 1st July 2026

Location: Cornwall Wildlife Trust's HQ. Five Acres, Allet, Cornwall, TR4 9DJ

Reports to: Mid Cornwall Reserves Manager

Line reports: Mid-Cornwall Assistant Reserves Officer

Key internal relationships: Wider Reserves 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 reserves across mid-Cornwall, 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 volunteers, and
- Co-ordinating staff colleagues in the Reserves team

Staff Management:

- Management responsibility for the Mid Cornwall Assistant Reserves Officer. Recruit, organise, supervise and support the part-time, year-long Volunteer Trainee Reserves Team participants in practical reserves management in partnership with the West-Cornwall Reserves Officer.
- 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 Volunteer Trainee Reserves Team, 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

- 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 on Mid-Cornwall reserves.
- Maintain a thorough understanding of the management of the Reserves in Mid-Cornwall 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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Brenay 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 Mid-Cornwall 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 Mid-Cornwall 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.



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 complete and return your application form to recruitment@cornwallwildlifetrust.org.uk by midnight on Monday 1 June 2026.

Interviews will take place on Tuesday 9 June 2026, this 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