



Beaver Project Officer Recruitment Pack



Cornwall
Wildlife Trust

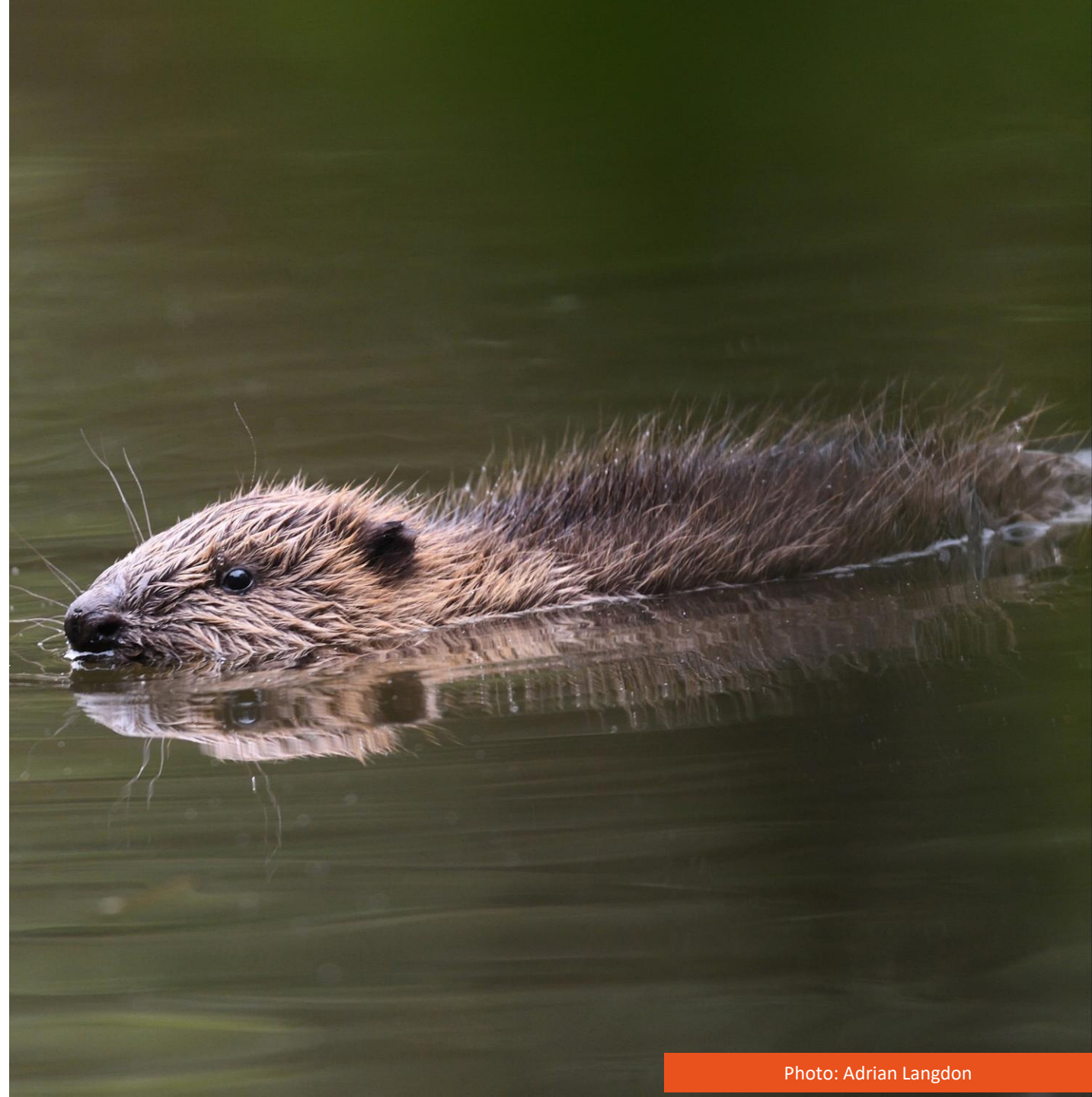
Creating a Cornwall
where nature thrives

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Introduction

Thank you for your interest in Cornwall Wildlife Trust. There has never been a more exciting time to join us.

Cornwall Wildlife Trust is working towards a wilder future for Cornwall, one that requires ambitious action across land and sea to restore nature, strengthen ecosystems, and reconnect people with the natural world. A key part of that vision is the return of lost native species and the restoration of natural processes that help wildlife thrive.

In February 2026, Cornwall Wildlife Trust secured approval from Natural England for a landmark wild beaver release licence covering the Par and Fowey catchments. This is a hugely significant step for nature recovery in Cornwall and marks the beginning of a long-term programme to support the successful return of beavers to our landscapes.

The Beaver Project Officer will play a central role in delivering this work, leading implementation of the 10-year licence, coordinating monitoring and management activities, building trusted relationships with landowners and communities, and helping to ensure positive coexistence between beavers and people.

This is a unique opportunity to work at the forefront of species restoration in the UK, contributing to an ambitious landscape-scale project with real ecological impact.

If you are passionate about conservation, skilled in building positive relationships, and excited by the opportunity to support a landmark species recovery programme, we look forward to hearing from you.



Cheryl Marriott, Director of Nature & People
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 habitats and 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 valued for the vital 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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Photo: Adrian Langdon

Role summary

Purpose: Play a key role in delivering one of Cornwall's most ambitious species restoration programmes. Working across the Par and Fowey catchments, you will help support the successful return of beavers to the wild and promote positive coexistence between people and nature.

Salary: £26,228 - £30,000 (Band D)

Hours: Full time (37.5 hours per week)

Contract type: Permanent

Location: Cornwall Wildlife Trust's HQ, based in our Five Acres nature reserve, with regular travel to our Reserves and the Par and Fowey Catchments.

Reports into: Director of Nature & People

Line reports: Volunteer Groups

Key internal relationships: Director of Nature and People, Director of Nature Recovery, Head of Landscape Recovery, Conservation Officer, Mid-Cornwall Reserves Team, Farm Advice Team, Marketing & Communications Team.



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Photo: Adrian Langdon

Key Responsibilities:

Project Management

- Lead on the delivery of the organisation's wild release licence and adherence to all licence conditions.
- Use project management skills to ensure effective project delivery, including meeting reporting deadlines and managing multiple complex budgets.
- Coordinate and deliver a schedule of licenced monitoring and management activities to ensure they are carried out within agreed timeframes and methods.
- Keep accurate records of activities undertaken and provide written reports to Natural England including evidence where required to demonstrate compliance.
- Act as the primary point of contact with Natural England on licence related matters.
- Lead on the delivery of the next phase of beaver releases and deliver the release strategy, which includes identifying suitable beaver release sites and facilitating the appropriate sourcing and translocation of animals, working closely with key partner organisations to deliver the release strategy.

- Contribute to national working groups and local Beaver Management Groups to ensure sharing of learnings and best practice approaches.
- Coordinate Project Governance, including running the Cornwall Catchment Beaver Management Group, Project Steering Group and the Beaver-Fish Advisory Committee.

Landowner/stakeholder engagement and communication

- Work with key stakeholders including landowners, farmers, local authorities, fisheries, and water management bodies throughout the project area to share knowledge and support with collaborative monitoring and management activities.
- Undertake targeted engagement with landowners and stakeholders within the Fowey catchment in preparation for the next phase of releases.
- Provide advice to landowners on habitat management and enhancement to support beaver coexistence and point towards suitable sources of funding where appropriate.
- Develop and deliver public communications, events, and educational materials to raise awareness of beaver ecology and benefits.



Key Responsibilities Cont.....

Beaver monitoring and management

- Deliver on planned schedule of monitoring and management activities in line with CWT's wild beaver release licence.
- Point of contact for local landowners and stakeholders to support with rapid beaver management activities.
- Coordinate the recruitment, training and management of volunteers to assist with the monitoring and management of beavers in the project area.
- Oversee and support with beaver management activity in line with government guidance on CWT-owned land, as well as working with landowners across the project area.
- Undertake beaver monitoring activities to establish their distribution and number.
- Coordinate regular monitoring at key locations to enable early identification of potential issues and to inform appropriate management responses.
- Working with the CWT Conservation Officer, contribute to the monitoring and evaluation of habitats and associated species to assess ecological impacts and benefits linked to beaver activity.

Support with fundraising and grant applications

- Contribute to the identification of suitable funding opportunities.
- Provide technical input to grant applications
- Assist with reporting requirements to funders

Working as part of Cornwall Wildlife Trust

- Champion beaver and reintroductions and be a spokesperson for the species for the Trust and leading on conservation translocation best practice.
- Observe Cornwall Wildlife Trust's working policies at all times
- Participate in the Cornwall Wildlife Trust performance and management scheme and undertake training as agreed with the Leadership Team.
- Carry out all duties and responsibilities with reasonable care for health and safety and support the Trust's health and safety policies
- Assist in other work of Cornwall Wildlife Trust as appropriate



Person Specification

Knowledge and Experience

- Proven experience of delivering environmental projects and initiatives (E)
- Experience of working on complex projects (E)
- Adept at project management, able to manage and prioritise workloads, meet deadlines and solve problems and manage budgets (E)
- Experience of working collaboratively with partner organisations and groups (E)
- Proven track record in developing positive working relationships, for example with farmers, landowners and other stakeholders (E)
- Experience in volunteer recruitment, training and management (D)
- Previous experience working on species recovery or reintroduction projects (D)
- Experience of working in the voluntary/NGO sector (D)
- Degree or equivalent qualification (D)
- Knowledge of beaver legislation, ecology, behaviour and management (D)
- Good understanding of nature conservation issues affecting rural environments (D)
- Knowledge/skills of sustainable farming incentives, river restoration and river habitat management (D)
- Experience of public engagement and events (D)
- Knowledge of sustainable farming incentives, river restoration, and freshwater and wetland habitat management (D)
- Ecological knowledge including habitat and species survey experience (D)

Skills

- A current UK-valid driving licence (E)
- Ability to produce project reports for a range of audiences (E)
- Holder of a Natural England Beaver Class Licence (D)
- Practical experience of beaver monitoring and management (D)
- Understanding and experience of using GIS programmes (D)

Personal Qualities

- Highly organised, self-motivated, and professional (E)
- Strong listening and communication skills (E)
- Enthusiastic and approachable (E)
- Enjoys working as part of a collaborative team and is supportive of colleagues (E)
- An ability to work with minimal supervision (E)
- Able to think creatively and address challenges constructively (E)
- Strong at diplomacy and negotiation (E)
- Commitment to wildlife conservation and passionate about beaver reintroduction (E)
- Committed to the vision and values of Cornwall Wildlife Trust (E)
- Ability to work in all weathers, visit remote locations and safely adhere to lone working processes (E)
- Commitment to undertake further training (E)
- Willingness to work evenings and weekends as necessary (E)



How to apply

- 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) plus Bank Holidays, together with an additional three days off during office closure between Christmas and New Year
- Access to the Employee Assistance Programme (24/7 counselling service) and Employee health and wellbeing portal
- 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 Essential elements of the Knowledge and Experience part of the person specification to recruitment@cornwallwildlifetrust.org.uk by midnight on **Wednesday, 10 June 2026**.

Interview date

24th June 2026



Photo: CWT



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