

Marine Restoration Assistant

Role profile



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Photo: Alexander Mustard

Introduction

Cornwall's seas are among the most productive anywhere in the world. The Fal and Helford Special Area of Conservation (SAC) is home to internationally important populations of seagrass and native oysters — species that once thrived across Cornwall's estuaries and now need our active help to recover.

We are launching an innovative seascape-scale restoration project in the SAC that aims to restore native oyster populations and seagrass meadows through a combination of active habitat restoration, comprehensive monitoring, and community stewardship.

This role represents a rare and exciting opportunity to contribute directly to seascape-scale marine restoration, in partnership with conservation charities, regulators, and community groups. You will lead on establishing and monitoring community-managed native oyster nurseries, and cultch deployment in the Fal, while also supporting intertidal seagrass seed collection and planting activities, coordinating volunteers and citizen scientists, and helping to build a community of marine stewards who will care for these habitats long into the future.

We are looking for someone practical, organised, and passionate about the sea — equally at home on an estuary mudflat and presenting to a community group. If this sounds like you, read on.




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



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An underwater photograph showing a fish swimming through a dense kelp forest. The water is clear and blue, and the kelp stalks are tall and thin, reaching towards the surface. The fish is in the middle ground, swimming towards the left. The foreground is filled with various types of seaweed and marine plants.

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.



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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.



Role summary

Purpose: To lead on native oyster nursery establishment and monitoring, and cultch deployment, and to support intertidal seagrass restoration, citizen science and community engagement, as part of our seascape restoration work in the Fal and Helford Special Area of Conservation.

Salary: £26,228

Hours: Full time (37.5 hours)

Contract type: Fixed Term Fixed term (August 2026 – April 2029)

Location: The role will be primarily based at Cornwall Wildlife Trust's Allet office, with regular fieldwork across the Fal and Helford SAC. Home working will be facilitated where appropriate, but the role cannot be fully remote. Regular travel around the Fal Estuary, Helford Estuary, and other parts of Cornwall will be required.

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



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Oyster broodstock nurseries can support oyster population recruitment whilst also engaging local communities in conservation.

Responsibilities

- Lead on the establishment and day-to-day coordination of two to three community-managed native oyster nurseries in the Fal and Helford SAC.
- Coordinate the monitoring of oyster nurseries, cultch deployment areas, and support research undertaken by the Zoological Society of London in the Helford.
- Deliver training and coordination of community members and volunteers to monitor and maintain oyster nurseries.
- Liaise with project partners including the Ocean Conservation Trust, Zoological Society of London, Falmouth Harbour, and local fishing communities in the delivery of oyster restoration activities.
- Support the intertidal seagrass restoration programme, including seed collection, storage, and planting at new and existing restoration sites in the Fal and Helford SAC.
- Support the coordination and delivery of volunteer work parties during seed picking, sorting and planting seasons.
- Recruit, train and support volunteers and citizen scientists across restoration, monitoring and community engagement activities.
- Publicise project activities through press releases, the CWT website, social media and the production of newsletters, posters and other communications materials.
- Support delivery of educational and public engagement events, including public talks and stakeholder events.
- Contribute to the development of a seascape stewardship community, helping to build local ownership and long-term commitment to restored habitats.
- Assist with data entry, analysis and reporting for funders, partner organisations and other stakeholders.
- Support the procurement of field equipment and logistical planning.
- Act as an ambassador for Cornwall Wildlife Trust's Marine Programme, promoting understanding of and support for the Trust's vision and strategic aims.



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Person specification

Experience

- Experience delivering practical marine conservation projects, including fieldwork. (E)
- Experience in oyster restoration, seagrass restoration, or other active marine restoration work. (E)
- Experience recruiting, training, and coordinating volunteers and/or citizen science programmes. (E)
- Experience with community engagement and public-facing work, including events and outreach. (E)
- Proven ability to collect, enter and manage field data accurately. (E)
- Experience producing guidance, newsletters, or educational materials. (D)

Skills

- Good people and communication skills, including presentation, volunteer engagement and public speaking. (E)
- Highly organised, able to meet deadlines and manage multiple workstreams simultaneously. (E)
- Excellent written communication skills, including reports, newsletters and social media. (E)
- Strong IT skills including Excel, Word, PowerPoint, Canva and Mailchimp. (E)
- Full driving licence and use of a vehicle for business purposes. (E)

Knowledge

- Good understanding of estuarine ecology, particularly oyster and seagrass ecology. (E)

- Awareness of marine conservation issues, particularly in coastal Cornwall. (D)
- Degree in marine biology, ecology, environmental science or a related discipline (or equivalent experience). (D)
- Outdoor first aid or water safety qualification. (D)

Personal qualities

- Passionate about marine conservation and empowering local communities. (E)
- Collaborative, inclusive, and open-minded. (E)
- Creative and solution-focused, with a positive, practical approach. (E)
- Flexible, including willingness to work occasional evenings and weekends as required. (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 and Employee health and wellbeing portal upon successful completion of probationary period.
- Stakeholder pension.
- This role is subject to final confirmation of funding from our funders.
- The project is being implemented in partnership with ZSL and Ocean Conservation Trust,

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 26th June. The first round of interviews are planned for the 14th of July.

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



Bull huss in seagrass.



Photo: Matt Slater

Photo: Ben Watkins

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