

Catchment and Coastal Partnerships Officer

Recruitment pack



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Introduction

Time is running out to address climate change, nature recovery, and water quality across Cornwall's catchments and seas. Tackling these issues requires coordinated action across landscapes, communities and organisations, and Cornwall Wildlife Trust works with a range of partners to support collaborative action for healthier rivers, estuaries, coasts and seas.

The Catchment and Coastal Partnerships Officer will play a key role in supporting the coordination and delivery of activity across both Cornwall Catchment Partnership and the emerging Cornwall and Isles of Scilly Marine and Coastal Partnership, both hosted by Cornwall Wildlife Trust.

This exciting new role will help enable a joined-up, source-to-sea approach to nature recovery, water quality, water quantity, Natural Flood Management, coastal resilience, and marine restoration. The role will provide practical coordination and support to both partnerships, helping partners work together to deliver nature-based solutions, strengthen work across land and sea, support community action and improve the resilience of Cornwall's catchments, coast and marine environment. This will include supporting meetings, events, workshops, site visits and communications to help partners and communities engage with catchment, coastal and marine priorities.

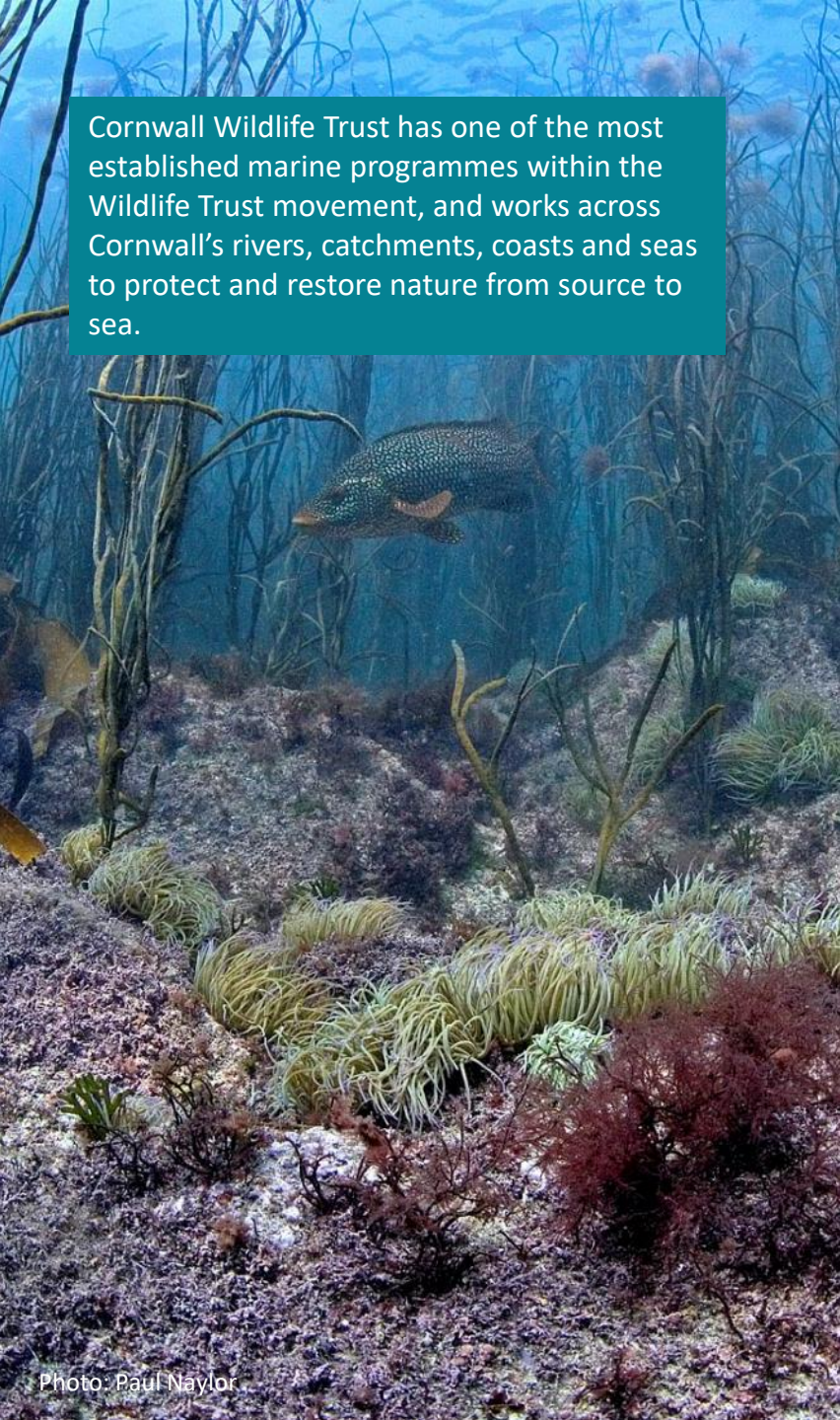
If you are passionate about partnership working, nature recovery and supporting collaborative action for healthier catchments, coasts and seas, we look forward to hearing from you.



Cheryl Marriott, Director of Nature
& People Cornwall Wildlife Trust



Cornwall & Isles of Scilly
Marine & Coastal
Partnership



Cornwall Wildlife Trust has one of the most established marine programmes within the Wildlife Trust movement, and works across Cornwall's rivers, catchments, coasts and seas to protect and restore nature from source to sea.

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 support the coordination and delivery of Cornwall Catchment Partnership and the Cornwall and Isles of Scilly Marine and Coastal Partnership, helping partners work together to deliver nature-based solutions, community engagement and source-to-sea action for healthier catchments, coasts and seas.

Salary: £27,000 – £28,500

Hours: Full time (37.5 hours)

Contract type: Fixed term – initial 12-month period with potential to extend subject to funding

Location: Five Acres, Allet with hybrid working available

Reports into: Jade Neville, Catchment and Coastal Partnerships Manager, Cornwall Wildlife Trust

Other Relationships: Director of Nature and People, Head of Marine and Beaver Officer at Cornwall Wildlife Trust. Cornwall Catchment Co-Ordinator at the Environment Agency. Chairs and Vice Chairs of both Partnerships.



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Photo: Jade Neville

Responsibilities

The Catchment and Coastal Partnerships Officer will work collaboratively with colleagues across Cornwall Wildlife Trust, partner organisations such as the Environment Agency and Cornwall Council, as well as wider environmental, community, industry and statutory partners. The Officer will have the following key responsibilities:

- Support the coordination and development of Cornwall Catchment Partnership and the Cornwall and Isles of Scilly Coastal and Marine Partnership, helping to facilitate a collaborative and integrated approach to catchment, coastal and marine nature recovery in Cornwall and the Isles of Scilly.
- Provide a support function to both Partnerships. This will include varied tasks such as organising and attending partnership meetings, preparing and supporting papers, presentations, newsletters, reports, action plans, communications plans and materials, stakeholder engagement plans, and media work related to the aims of the Partnerships.
- Support a joined-up source-to-sea approach across catchments, rivers, estuaries, coast and marine environments, including activity relating to water quality, water quantity, coastal resilience, marine nature recovery and nature-based solutions.
- Work with a wide range of agencies, organisations and communities, including statutory, public, voluntary, industry and environmental sectors, to support collaborative partnership working and community engagement linked to catchment, coastal and marine priorities, including helping to plan and facilitate joint events, workshops and site visits.
- Work with Cornwall Council, the Environment Agency, Natural England and other relevant partners to help turn strategic priorities into action, including supporting delivery of the Local Nature Recovery Strategy, Marine Nature Recovery Framework, River Basin Management Plans and wider catchment, coastal and marine nature recovery plans.
- Support the identification of funding opportunities relating to the Partnerships' aims, pursue where appropriate and support the development and maintenance of a local pipeline of projects.
- Assist in monitoring and assessing the effectiveness of the Partnership and its activities.
- Other relevant tasks or duties as directed by their line manager.



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Person specification

Experience

- Experience supporting or delivering projects that engage with external stakeholders and/or communities (E)
- Experience producing written and visual communications materials such as reports, presentations, newsletters, etc. (E)
- Experience working in the conservation, marine, water or environmental sector, particularly relating to nature-based solutions or nature recovery (D)
- Experience of supporting funding applications or project development (D)

Knowledge

- Awareness of catchment management, nature-based solutions and source-to-sea approaches, including links between rivers, estuaries, coastal and marine environments (E)
- Understanding of partnership working and how engagement activities can support collaborative environmental delivery (D)
- Understanding of the commercial marine/fisheries, land management or water sectors, particularly in Cornwall and the Isles of Scilly (D)
- Understanding of the national and local agencies, regulators and partnerships relevant to the UK catchment, coastal and marine sectors (D)
- Degree or higher in an environmental, marine, freshwater, geography, ecology or related subject, or equivalent experience (D)

Skills & Attributes

- Computer literate – including experience of working with MS Excel, PowerPoint, and Word (E)
- Excellent written and oral communication skills, including the ability to prepare clear materials and communicate with technical, partner, industry and community audiences (E)
- Ability to plan, organise and help facilitate face-to-face and online meetings, events, workshops and site visits (E)
- Ability to support coordination, monitoring, evaluation and reporting activity (E)
- Ability to work independently using own initiative and judgment, as well as in close co-operation with others (E)
- Adept at active listening with strong diplomacy and negotiation skills (E)
- Highly organised, able to manage own time and workload, and to work to tight timescales and meet deadlines across multiple workstreams (E)
- Full driving licence and use of a vehicle for business purposes (D)

Personal qualities

- An interest in wildlife and the environment with a commitment to Cornwall Wildlife Trust's mission, principles and values (E)
- Highly self-motivated and professional with high standards (E)
- Flexible, reliable and adaptable with an innovative approach to problem-solving (E)
- A reflective practitioner who enjoys working as part of a collaborative team and is supportive of colleagues (E)
- Approachable, tactful and open-minded (E)
- Able to be flexible around working hours when 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 (24/7 counselling service) and Employee health and wellbeing portal upon successful completion of probationary period.
- Stakeholder pension.

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 Sunday 16th August**.

Interview date

Thursday 27th August 2026

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



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Photo: Adrian Langdon

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