

Helman Tor Trainee Reserves Officer

September 2026



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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 the Trainee Reserves Officer is key to implementing the rewilding principles at the Helman Tor Nature Reserves and creating a landscape scale local nature recovery network from source to sea. We are looking for someone to join us who both shares our mission and vision for nature recovery. 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



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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.

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.



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Role Outline

The Helman Tor Trainee Reserves Officer will support the delivery of the Tor to Shore project at Helman Tor Nature Reserve, Cornwall Wildlife Trust's largest and most ecologically significant site. Working as part of the reserves team across a 735-acre nationally designated landscape, the role will assist with habitat restoration, species recovery, and day-to-day reserve management across a diverse mosaic of lowland heathland, grasslands, wetlands, woodland, and mire.

The postholder will support the practical delivery of conservation works, including mixed conservation grazing, fencing, scrub clearance, glade creation, grassland restoration, tree planting, wood-pasture management and wildflower meadow creation. The role will also assist with monitoring habitats and species, helping to protect priority wildlife such as marsh fritillary, willow tit, hazel dormouse, and rare plant species.

Based at Crenney Farm, the Helman Tor Trainee will help maintain the operational hub, supporting livestock care, equipment use, and safe working practices. The role will assist with improving public access and engagement by helping to maintain trails, waymarking, signage, and visitor facilities.

A key part of the role is supporting regular volunteer work parties, helping to deliver manual conservation tasks in wildlife-sensitive or hard-to-reach areas, and providing encouragement and practical guidance to volunteers. This role contributes to creating an inclusive and supportive volunteering environment that builds skills, confidence, and pathways into conservation careers.

Working under the guidance of senior staff, the Helman Tor Trainee Reserves Officer will play an important support role in delivering landscape-scale nature recovery and helping to safeguard Cornwall's natural heritage, whilst accruing essential qualifications, skills, and knowledge in habitat restoration and management.

Long horned cattle on Crenney Farm with Helman Tor in the background.

Photo: Gwen Maggs



Role Summary

Title: Tor to Shore Helman Tor Trainee Reserves Officer

Purpose: The Helman Tor Trainee Reserves Officer is responsible for practical land management and public engagement work at Helman Tor Nature Reserve.

Team: Mid-Cornwall Reserves

Salary: £26,228 pro rata

Hours: 4 days a week (30 hours)

Contract type: 1-year fixed term contract

Start Date: 20th October 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 (completion currently projected for Spring 2026)

Reports to: Helman Tor Reserves Officer

Key internal relationships: Mid-Cornwall Reserves Team, Tor to Shore Project Team, Helman Tor Volunteers

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

- Deliver work on Cornwall Wildlife Trust Nature Reserves as directed by the Helman Tor Reserves Officer, Assistant Reserves Officer and Mid Cornwall Reserve Manager.
- Follow and maintain established systems for work setting, work recording and health and safety.
- Maintain tools, vehicles and equipment to ensure efficiency and safety.
- Carry out livestock welfare checks.
- Carry out conservation work on land beyond the Trusts estate as required.
- Act according to the Trust's health and safety policy and ensure that contractors act according to the policy.
- 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 organisational policies and procedures.
- Some of this work may be required to be performed out of normal office hours.
- Working within a team sharing resources where communication and planning are essential.
- Representing the Trust to outside organisations and individuals.
- Maintaining a constant awareness of risk management on site, and the ability to carry out dynamic risk assessments.
- A problem-solving attitude, with an understanding of how this is applied in a working countryside environment.
- A respect and understanding of equipment and how it should be maintained.
- A broad range of countryside management practical skills.
- A motivation to produce work outputs to the best possible standards in varying circumstances.
- A strong motivation to improve habitats for wildlife.
- A strong motivation to contribute to nature's recovery.



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Breney Common Nature Reserve, a Site of Special Scientific Interest with important wetland habitat for rare species such as the small red damselfly.



Person specification

Experience

- Experience of working in a countryside environment (E)
- Experience of maintaining high safety standards (E)
- Experience of a broad range of countryside management skills (D)
- Experience of problem solving in the field (D)

Knowledge

- Knowledge of principles of habitat management for wildlife (D)
- Basic knowledge of and interest in British wildlife (D)
- Application of Health & Safety procedures (D)

Skills & Qualifications

- Countryside furniture construction (D)
- Livestock fencing (D)
- Machinery maintenance (D)
- First Aid Qualified (D)
- Full clean driving license (E)

Personal Qualities

- Be a resident in Cornwall (E)
- Good level of physical fitness (E)
- Enthusiasm, self-motivation and problem solving (E)
- A strong work ethic - prepared to carry out sometimes repetitive work for full days for long periods (E)
- A commitment to high standards of work and attention to detail (E)
- Commitment to wildlife conservation (E)
- Willingness to work in all weathers (E)
- Willingness to undertake further training (E)

Please note: (E) indicates essential, (D) indicates desirable.



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**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.
- Trainees receive a comprehensive suite of formalised and internal training opportunities relevant to the delivery of the role. The Tor to Shore traineeship aims to develop essential practical and theoretical skills in UK conservation and ecology, helping trainees to progress their conservation careers.
- 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 the application form and additional specified documents and send to recruitment@cornwallwildlifetrust.org.uk by midnight on Wednesday 16th September 2026.

If you are successful in your application, interviews will be held on the 22nd September 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