

Kent Wildlife Trust Recruitment Pack



Kent
Wildlife Trust

**Recruiting for
the best possible
team to deliver
a Wilder Kent
2030**

MEADOW ©JON HAWKINS



kentwildlifetrust.org.uk

01622 662012 | info@kentwildlife.org.uk
Kent Wildlife Trust, Tyland Barn, Sandling, Maidstone, Kent ME14 3BD
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Registered with
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REGULATOR**

Introduction to Kent Wildlife Trust

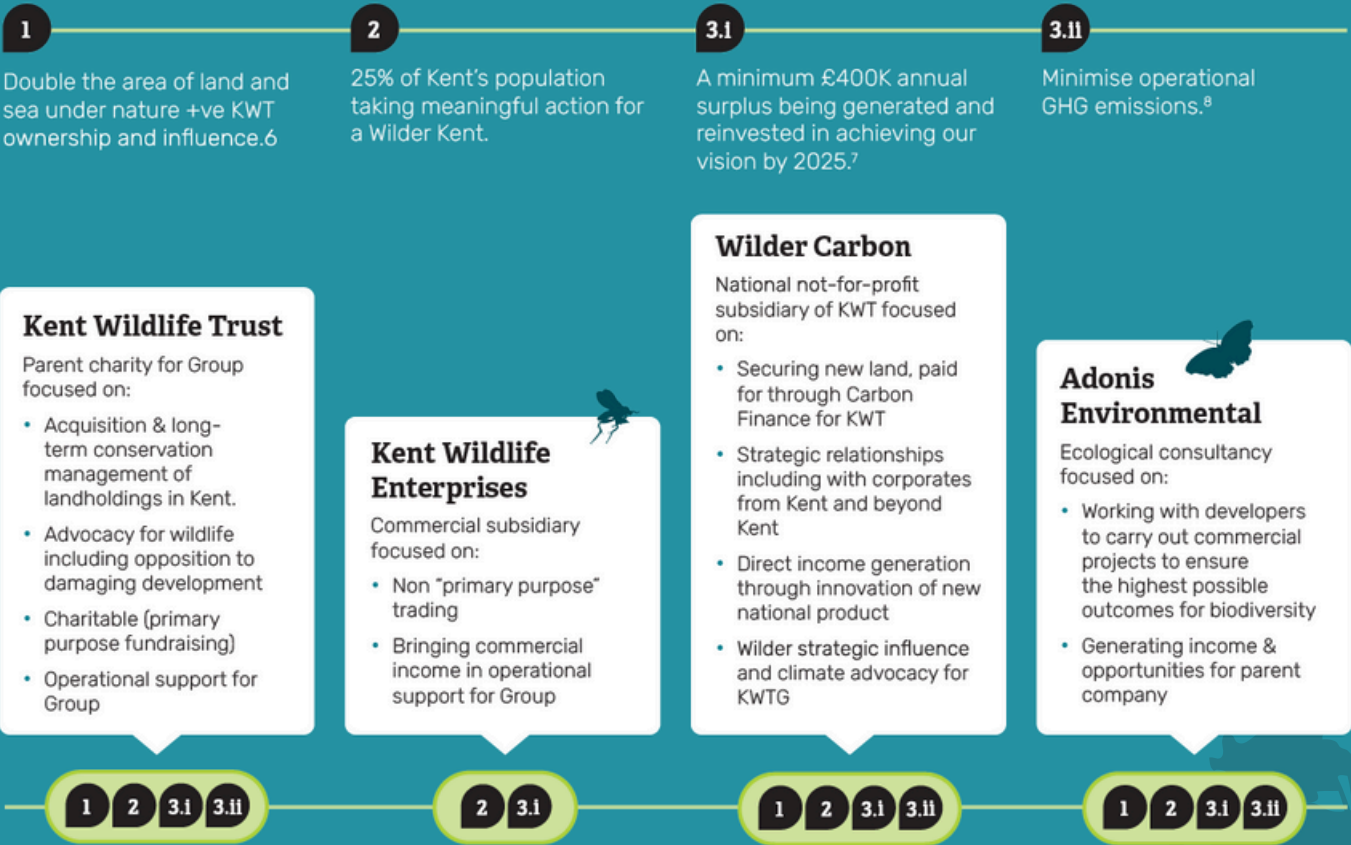


Welcome to Kent Wildlife Trust Group

Kent Wildlife Trust Group (KWTG) is a flexible employer that aims to be class-leading in the environment sector in the South East of England. It is one of the largest of the 46 Wildlife Trusts, which together make up The Wildlife Trusts Partnership. Kent Wildlife Trust is a parent charity supported by two income-generating subsidiaries (an ecological consultancy and a trading arm). Together with the charity, these make up the Kent Wildlife Trust Group.

Group Roles in Achieving Success

Where nature is in recovery and being valued as a critical human life support system.



Our Wilder Kent 2030 Strategy

Launched in 2023, Wilder Kent 2030 is our vision for creating a nature-rich, climate-resilient Kent. KWTG's mission has not changed; we still seek to work with people to restore, save and enhance our natural heritage. Our new vision builds on our past successes, acknowledging that we must act now at scale to recover nature across Kent, and the entire UK. Nature must be recognised & valued as the critical life-support system needed to mitigate climate change.

In that respect, our aim matches our ambition for 30% of Kent's land and sea displaying increased climate resilience and containing abundant biodiversity. We are bold in our decisions, using evidence to guide new land management decisions and pioneer new approaches, such as the recognition and reintroduction of ecosystem engineers necessary to restore habitats to a resilient, biodiverse state through entirely natural processes.

A Wilder Kent 2030 Vision

Where nature is in recovery and being valued as a **critical human life support system**.

Overall Impact Measure

30% of Kent's land and sea displaying increased climate resilience & containing abundant wildlife.

Strategic Goals

GOAL 1

WE DEFEND AND RESTORE

Ensure that KWTG is delivering the highest possible impact in the face of habitat loss and climate change.

GOAL 2

WE INSPIRE AND COLLABORATE

Build a groundswell of support for Wilder Kent 2030: scaling-up our engagement to reach a larger, more diverse range of people.

GOAL 3

WE STRENGTHEN AND GROW

Diversify KWTG's income sources and strengthen its systems, whilst operating sustainably.

Measures of success

1

Double the area of land and sea under nature +ve KWT ownership and influence.⁶

2

25% of Kent's population taking meaningful action for a Wilder Kent.

3.i

A minimum £400K annual surplus being generated and reinvested in achieving our vision by 2025.⁷

3.ii

Minimise operational GHG emissions.⁸

Operating Principles

Action Now

We recognise the urgency of our mission and will take action now based on first principles and calculated risk.

Learning by Doing

We will remain agile to adopt new learning as we go, innovating and continuously improving our action through application of evidence covergently.

Communicating Impact

We will continuously measure and communicate our impact, demonstrating our learning journey through the impact we achieve.

Scaling Impact

We recognise that we can't do this alone. We will scale our impact by working with others to create a virtuous circle of success.

How we work

The Trust operates from its headquarters at Tyland Barn, just north of Maidstone. It is composed of over 100 professional and support staff who work within teams including Estates, Wilder People and Places, Nature-based Solutions, People Engagement, Marketing and Communications, Fundraising, Finance and Support Services.

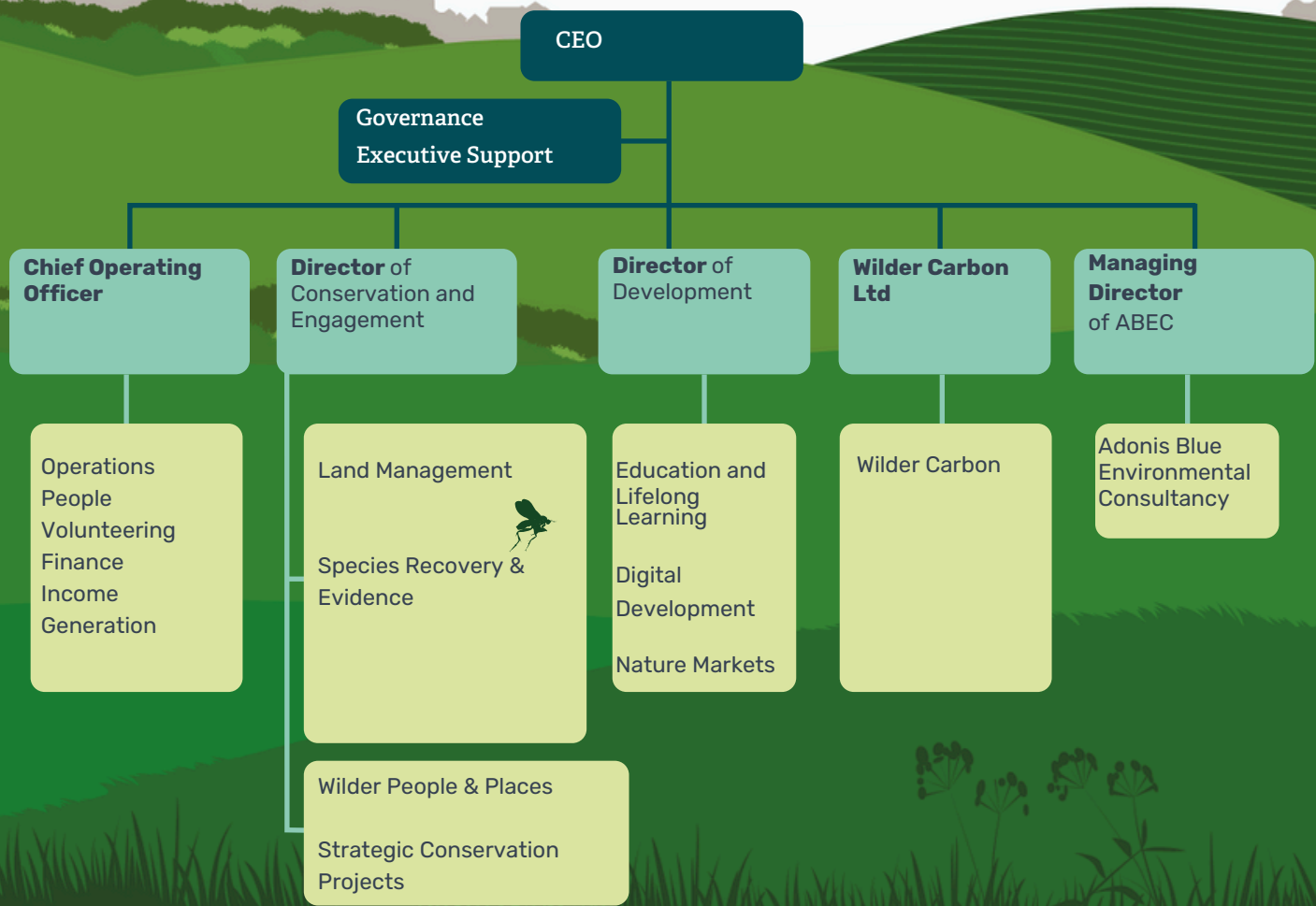
Kent Wildlife Trust is the charitable arm of KWTG. The charity is made up of four core departments, working as interdisciplinary teams in order to deliver our ambition for a Wilder Kent 2030.

We are supported by our **32,000 members**; we own or manage over **80 nature reserves covering over 9,000 acres**; we campaign and lobby politicians, decision

makers and landowners to ensure site protection and good habitat management; and we run a full programme of education work with schools, colleges and adult groups. The Trust also has three Visitor Centres.

We are ambitious in our aims and vision and to this end we are pioneering new and exciting approaches to conservation in Kent and the UK. This includes our high profile Wilder Blean project, introducing European bison into an English woodland for the first time; alongside our exciting missing species programme focusing on the reintroduction of red-billed chough, pine marten and supporting the re-establishment of beaver across Kent. Our Wilder Grazing project is restoring naturalistic grazing across our reserves, including the use of pigs, ponies and water buffalo alongside the 600 plus cattle and sheep we own.

Organisation Chart



Equity, Diversity, Inclusivity and Belonging



Kent Wildlife Trust Group also has an EDIB Group - Equity, Diversity, Inclusivity and Belonging. The Group is full of voluntary members who work, alongside their day job, to make KWTG a more inclusive organisation.

We attend training sessions, share knowledge, work with other key departments to make changes to policies and procedures, and collaborate with our comms and

engagement teams to maximise the diversity of the audience that KWTG are reaching.

The EDIB Group aims to improve the working conditions for all under represented groups, including but not exclusively: disabilities, ethnicity, sexuality, gender, neurodiversity, and religion or belief. We aim to have a member across every team, so all areas of the trust are represented and working toward the same goal.

EDIB Vision

Strategic Goals

1

CHANGE EFFECTIVELY

Function effectively as a vehicle for change across KWTG

2

IMPACT POSITIVELY

Positively impact the staff, member and volunteer experience within KWTG

3

ADVOCATE FOR DIVERSITY

Facilitate and advocate for the engagement of KWTG with a diverse external audience.

Our aim

Inspiring, empowering and engaging people from all backgrounds, cultures, identities and abilities to change the natural world for the better

Operating Principles

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GOAL 3

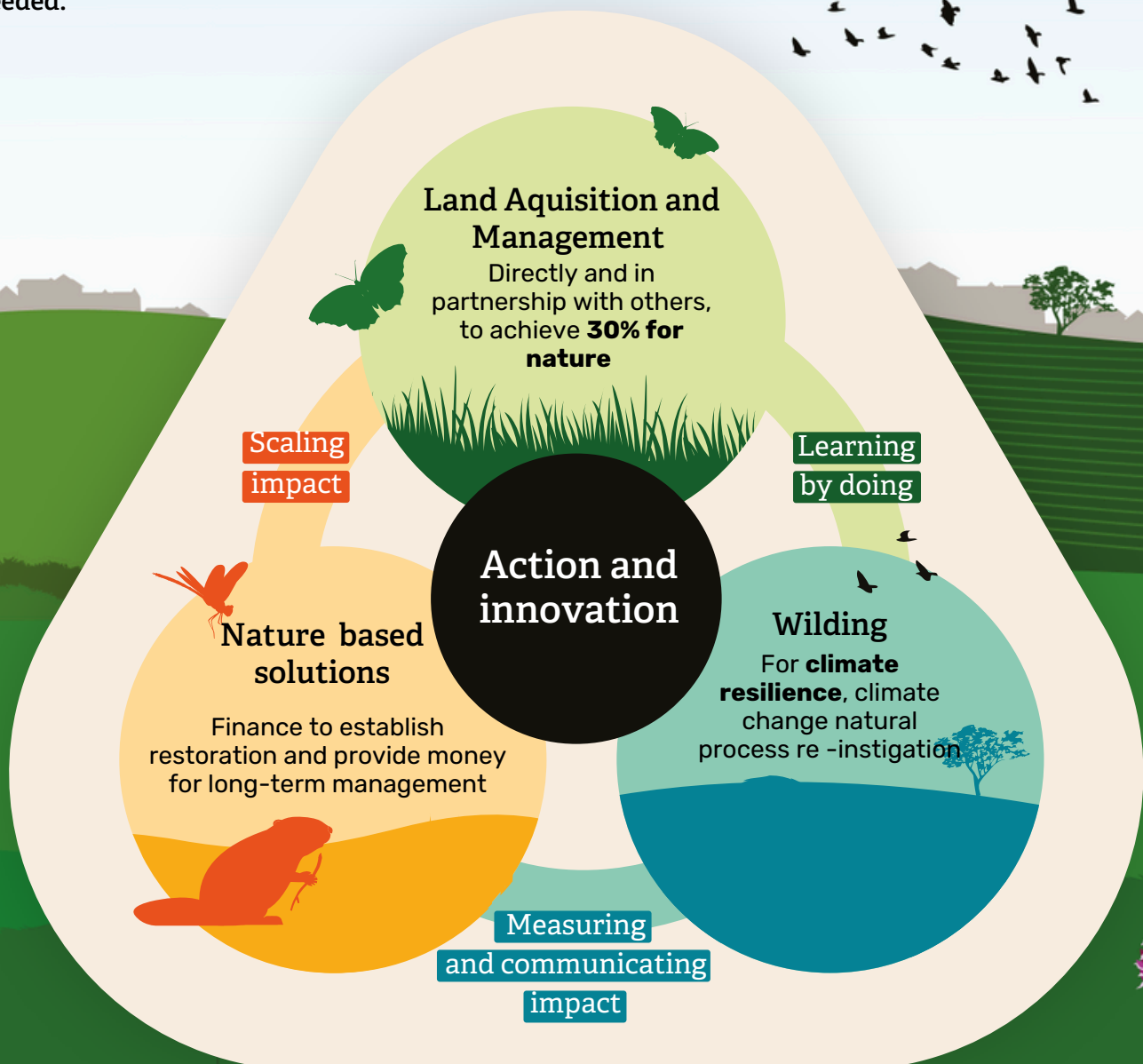
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How we operate

To ensure the delivery of Wilder Kent 2030, nested beneath this vision are departmental delivery plans, and specifically the Conservation & Engagement Strategy. Our strategy has 3 main objectives: maximise bio-abundance & conservation of KWT's estate, work to position KWT as a conservation leader in tackling the biodiversity and climate crises, and finally being ambitious and bold to ensure KWT is recognised as a true innovator in the field of conservation activities, not being afraid to try new things and new approaches where needed.

Our solution to the current environmental issues was to rethink how we value and how we fund nature restoration in the UK, considering the now inevitable climatic changes faced by UK habitats & species over the next decade. The conservation sector has largely relied on traditional funding models, generally philanthropic in nature, but these are no longer enough to scale-up our conservation delivery to achieve the impact necessary to mitigate climate change, and ultimately grow resilience across ecosystems and society.



Kent Wildlife Trust

Who We Are

Kent Wildlife Trust is the leading conservation charity for the county of Kent.

Wildlife is in crisis. The natural world isn't just something for us to enjoy; it sustains us. The decline of nature puts our very survival and prosperity under threat. It doesn't have to be like this. Our vision is for a better, wilder future. We engage with politicians, business leaders, landowners, communities and people in order that we can all work together to protect wildlife.

How We're Run

The governance and strategic leadership of Kent Wildlife Trust Group is overseen by a board of voluntary trustees. Our trustees are all elected from our membership and bring a range of experience and expertise to the organisation.

How We're Funded

Our work to save wildlife and wild places and bring people closer to nature relies on the financial support of our members and donors. Much of our income comes from our members – and we are grateful to every one of you for supporting Kent Wildlife Trust.

Become a Member

Like what you see? Then why not join #TeamWilder, learn more about our work and help us to create a Wilder Kent

[kentwildlifetrust.org.uk/ become-member](https://kentwildlifetrust.org.uk/become-member)

Thank you.

Our mission is to work with people to restore, save and enhance our natural heritage.



LEARN MORE

Learn more about our group values and mission here

Employee Benefits

Agile working policy

We offer flexible working patterns from a range of workstations, locations or hot desks within a Trust hub, out in the community with third parties, home working or a combination.

Assistance programme

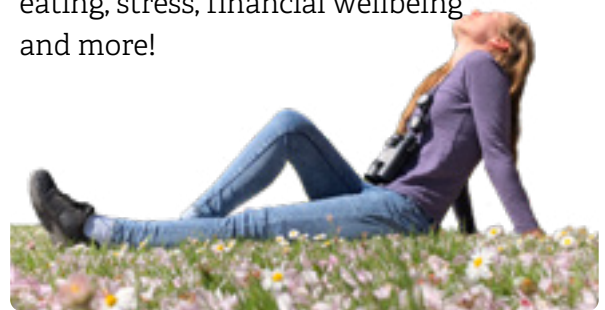
Your health and wellbeing is very important to us. At Kent Wildlife Trust, you have a dedicated online resource designed to support you. As well as providing counselling and CBT training, the online portal provides confidential access to wellbeing fact sheets, videos, self-help programmes, interactive tools and educational resources to help with life's challenges.

Investment in training

We actively support your personal learning and development through regular Wildlife Trust training courses. We support your development by funding professional memberships and encouraging you to take external learning opportunities which we will finance.

Wellbeing programme

In addition to a weekly wellbeing hour, we invest in an extensive wellbeing programme to support you on your Kent Wildlife Trust journey. Enjoy workshops and webinars on mindfulness, healthy eating, stress, financial wellbeing and more!



Employee Benefits

Staff discounts

- Home & Tech: Save on products like laptops, phones, white goods, gaming, home furnishings and more.
- Cycle2Work: Get discounts and spread the cost of new cycle equipment.
- Charity discounts: Save money whilst you help save the planet!

Additional benefits

- Generous pension scheme with 9% employer contribution.
- Life assurance.
- Holiday entitlement of up to 26 days (linked to length of service).
- HolidayBoost holiday purchase scheme.
- Two paid volunteering days.
- Free independent mortgage advice.
- Complimentary eye tests.
- Sabbatical opportunities.

Annual cost of living

We recognise the importance of fair pay. Finances permitting, there will be a cost of living rise each January equivalent to the rise in the Retail Price Index over the previous 12 months.

Enhanced sick pay

From time to time you may feel unable to work due to illness. We offer enhanced sick pay and some time off for elective surgery and gender reassignment from day one of employment.

Family friendly

We offer enhanced maternity, paternity, adoption pay and time off for fertility treatment for qualifying employees from day one. And for qualifying employees we also offer parental leave and shared parental leave opportunities when needed.

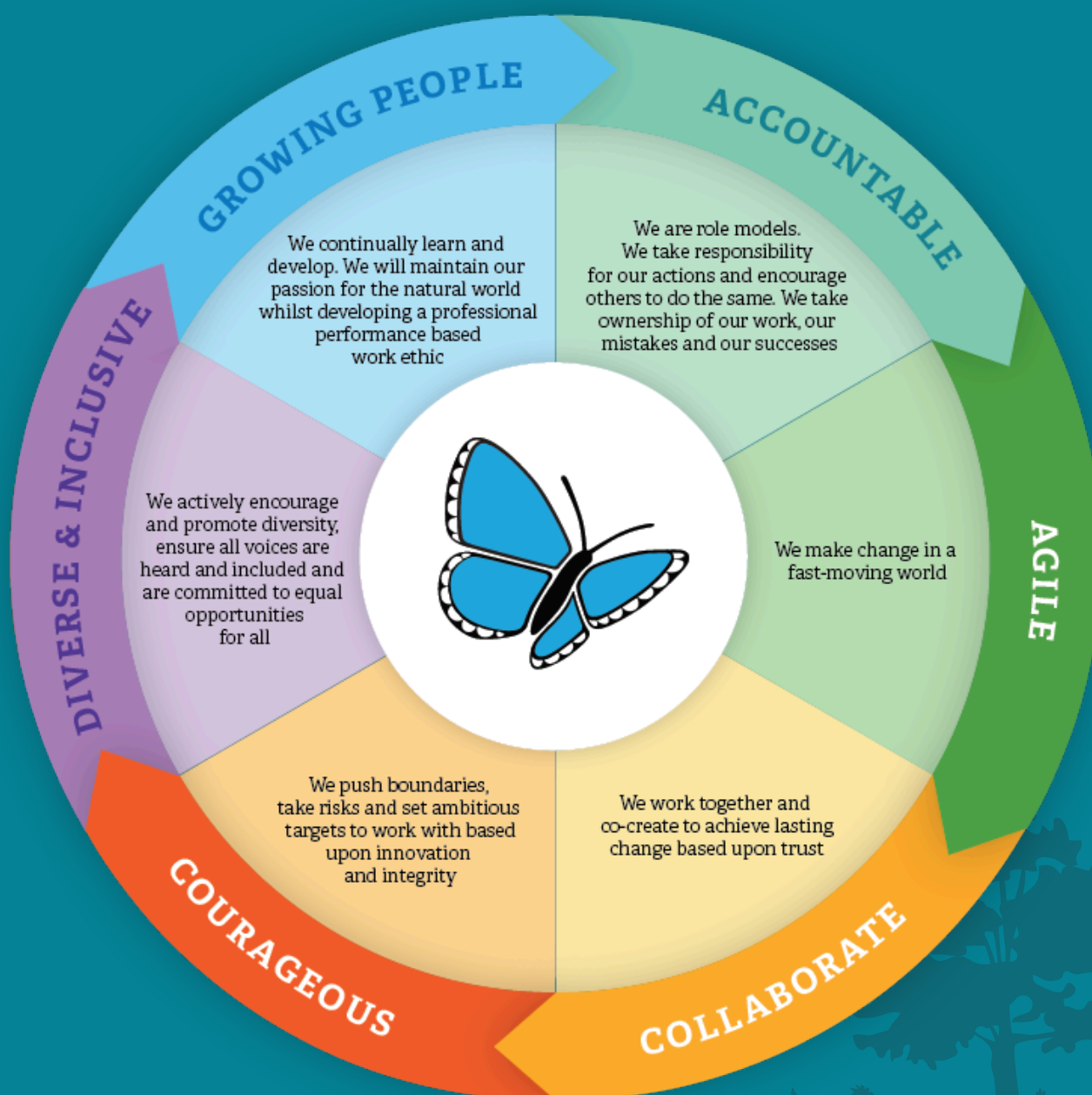
To see our full range of employee benefits please scan the QR code



LEARN MORE

Our Culture

Building a strong culture starts with all of us. We are all Kent Wildlife Trust. We are developing a culture that inspires and motivates you to do everything in your power to make Kent Wilder. This starts with our values and behaviours, that together we will live by in the ways we behave and work together.



We need the **best possible team** to deliver Wilder Kent 2030

How to apply

1

Read the Guidance Notes carefully

Make sure you follow the instructions in the guidance notes document before submitting your application

2

Provide a short personal statement in the space provided on the application form and upload a CV tailored to the role you are applying for

You can submit your application by clicking 'apply' on the job specification page at kentwildlifetrust.org.uk/jobs

Working for Kent Wildlife Trust

Kent Wildlife Trust is the leading wildlife charity for Kent and Medway, supported by its members and staffed by committed professionals. Join our team and help us create a Wilder Kent! In return we will inspire you, listen to you, value you, treat you equally and fairly, look after your health and wellbeing and encourage flexibility from day one, enabling you to draw on these benefits to be a better, happier and more productive you.

If you wish to discuss this role, please contact jobs@kentwildlife.org.uk to arrange a call.

To find out more about working for us
please scan the QR code



LEARN MORE