

# Role Opportunity: **Woodland Creation Officer**

# WHO WE ARE

**Ribble Rivers Trust (RRT)** is a regional charity established in 1998 to conserve the Ribble Catchment, particularly its rivers, brooks, becks, and streams. Over the last 10 years, RRT has developed and grown into a sector-leading organisation, known for getting things done, strong partnership working and a collaborative approach.

Rivers are the heart of the natural world, and the heart of everything that we do. For over two decades our dedicated team has been using its vast knowledge of the local area, and the natural world, to improve our catchment containing over 3,000 miles of watercourses across Lancashire and North Yorkshire.

We are a group of 29 dedicated and passionate people, working across 5 five teams focusing on **Data and Evidence, Land Management, People and Learning, River Conservation and Core Services**. Every team member is empowered to achieve their best.

Our teams work together on projects to improve, protect and create a mosaic of habitats and land uses that will lead to a healthy river environment. This is underpinned by a science-driven approach that helps us to focus on areas that have the greatest issues and could benefit the most from our efforts.



# OUR APPROACH

Our approach to river conservation can be summarised as four inter-connected themes: water quality, water quantity, habitat quality, and habitat connectivity. These themes are interlinking and provide the foundation of a healthy river system and well-functioning ecosystems.



## WATER QUALITY

Water quality is extremely complex. To put it simply, we focus on creating and sustaining clean, stable, and unpolluted rivers.



## WATER QUANTITY

Water quantity refers to a sufficiency of water flowing naturally, without extremes of damaging flooding or drought.



## HABITAT QUALITY

Quality habitats have variety and abundant wildlife. They are free from pollution, protected from issues, and functioning naturally.



## HABITAT CONNECTIVITY

Connected habitats are stronger and more resilient. Wildlife can move freely to meet their needs at different stages of their lifecycle.



# OUR APPROACH

Each of these activities has a straightforward link to river conservation, but also to each other. Our farm advice team often finds leads for our woodland creation team, who might ask our data, evidence, and monitoring team to survey the area before we commence project development.

Focussing on these activities enables us to ensure all the work we undertake serves a purpose and contributes to our goal of healthy rivers. Plus, we know that all our projects are necessary and relevant to our aim of protecting the Ribble catchment for wildlife and people.



As a data and evidence led organisation, everything we do is backed up by science. From identifying opportunities, to collecting evidence, to showing the project is needed, to monitoring success, data and evidence is the thread that runs through all our river conservation projects. From the very start to the very end. You might be wondering why we use so much data and evidence, and there are many reasons, but it all boils down to the fact that data and evidence makes sure that we deliver the maximum benefit for wildlife and people, every time.



# WHAT WE OFFER

## **Hybrid Working Environment**

3 days a week at RRT's offices (Tuesday - Thursday), with the option to work 2 days a week from home (Monday and Friday) subject to operational requirements

## **Core Hours**

We operate core hours of 10:00 - 16:00, and remaining contracted hours can be undertaken flexibly, as well as a TOIL policy if extended working is required

## **Stakeholder Pension Scheme**

Following a probationary period, we offer entry into our Stakeholder Pension Scheme

## **Annual Leave**

25 days of annual leave (plus bank holidays), rising by 1 day for each year's service to a maximum of 30 days total

## **Professional Development**

Opportunities for growth and learning through internal and external training

## **Travel Expenses**

45p per mile for work travel from place of work to site

## **Regular team away days and social activities**



# WHAT WE NEED

in 2020 the Trust launched a decade long campaign, Lancashire Woodland Connect, to deliver 500 Ha. of new woodland by 2030 in targeted locations that will improve the rivers of the catchment, seeking to restore and improve ecosystem functions (including woodland networks) that will provide ecological and socio-economic benefits.

As such, the Trust is looking to recruit a competent, organised, and enthusiastic person with a passion for woodlands and rivers. The successful candidate will join a vibrant and talented team of 29, delivering a diverse portfolio of projects improving rivers in the Ribble Catchment. Specifically, the role will be working within the Land Management team to achieve the aims of the Lancashire Woodland Connect campaign and related projects. As such this person should have experience in woodland (including riparian) creation development and delivery, from approaching landowners, to supervising contractors.



# THE ROLE

<b>JOB TITLE</b>	<b>Woodland Creation Officer</b>
<b>PURPOSE</b>	<b>To work collaboratively to enable the creation of targeted woodlands that improve the Ribble catchment</b>
<b>LOCATION</b>	<b>Clitheroe</b>
<b>HOURS</b>	<b>Full-time   37.5 hours per week</b>
<b>SALARY</b>	<b>£27,500 - £33,500p.a. dependant on experience</b>
<b>CONTRACT</b>	<b>24 months (with possibility of extension, subject to funding)</b>

The role requires a confident and clear communicator with experience in engaging and working with farmers, landowners, partners, contractors, and volunteers, as well as a proven track record in practical woodland project delivery. The successful candidate will have knowledge of woodland ecology, landscape-scale conservation, Natural Capital, and ecosystem services. It is desirable that the candidate has a good understanding of the Water Framework Directive and Catchment Management. Knowledge of agriculture and wider land management would also be beneficial.



# KEY RESPONSIBILITIES

The Woodland Creation Officer will report to the Head of Land Management and will develop and deliver woodland creation projects. Duties will include:

- Contacting, visiting, and working with landowners
- Consulting with partners
- Woodland design
- Assisting with applications for consents and permissions (e.g. Environment Agency permits, landowner legal agreements)
- Assisting the procurement of works and services
- Supervising contractors
- Liaising and co-ordinating with the Volunteer Supervisors to support volunteer-led woodland creation
- Communicating with other team members
- Site visits and surveys, monitoring progress, keeping records, and reporting
- Assisting with reports and maintaining records in line with funder requirements
- Working with colleagues to ensure costs align with budgets
- Supporting wider Trust engagement with local communities
- Identifying and applying for woodland creation funding, including Forestry Commission schemes.
- Developing and maintaining partnerships with key stakeholders
- Contributing to publicity and marketing materials
- Carrying out any other reasonable duties required by RRT



# PERSONAL DESCRIPTION

The successful candidate will be highly self-motivated, an effective communicator and passionate about improving the environment, particularly woodlands and rivers. Knowledge of the Ribble Catchment would be beneficial.

## ESSENTIAL

- Valid driving licence and own car (insured for business use)
- Degree or equivalent related experience in a relevant environmental field
- Knowledge of UK woodland ecology and ecosystems
- Understanding of woodlands / river interactions and their role in river restoration
- Experience in woodland creation design
- Experience working with contractors
- Proven project delivery experience, including reporting
- Basic Geographical Information System (GIS) skills and a willingness to learn more
- Ability to manage multiple tasks concurrently
- Strong presentation and communication skills
- Good interpersonal skills (including face-to-face and over the phone)
- Ability to work collaboratively

- Reliability and work performance
- Ability to set and achieve performance objectives
- Excellent organisational / admin skills and attention to detail including:
  - Good IT skills and file management
  - Keeping accurate records
  - Respecting confidentiality and GDPR regulations

## DESIRABLE

- Knowledge of agri-environment schemes, especially woodland creation
- Experience of developing and delivering volunteer events
- Understanding of catchment processes
- Knowledge of the project area
- Based in or near the project area



# TO APPLY

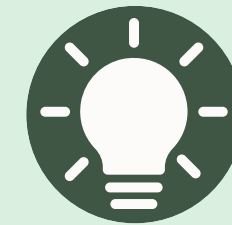
Please visit <https://ribbletrust.org.uk/job-vacancies/> for more information about our application process, and send a completed application form to [admin@ribbletrust.com](mailto:admin@ribbletrust.com) by **28<sup>th</sup> January 2026**.

Interviews will take place during the **week commencing Monday 9 February**. If shortlisted, you will be given a task to complete beforehand, which will form part of the interview. For selected candidates, there will be a second interview later in February, during which you will meet members of the Land Management team.

**Please note we will not be accepting CV applications for this role.**



# OUR VALUES



## **Innovation**

We stay curious and open to new ideas. We embrace change, seek better ways to do things, and champion creativity- from scientific methods to community engagement.



## **Multiplicity**

We believe in the power of diversity- of ecosystems, of knowledge, of people, and of impact. We bring together different perspectives to create more resilient and inclusive solutions.



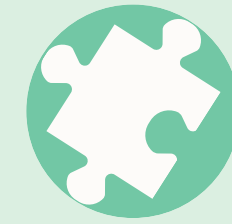
## **Positivity**

We stay hopeful and forward-looking, even when the challenges are complex. We celebrate progress and lift each other up so that we can all approach our work with energy and optimism.



## **Action**

We are doers. We turn data into decisions, and ideas into action. We take responsibility and move forward with purpose to deliver on our promises and make things happen.



## **Collaboration**

We achieve more together. We listen generously and communicate openly. We build trust-based relationships within our team, with partners, and with the communities we serve.



## **Trust**

We act with integrity, transparency to build confidence through openness and respect. We are honest, dependable, and consistent- in science, in practice, and in how we treat each other.