



## **Norfolk FWAG – Assistant Pond Officer**

### **About Norfolk FWAG**

Norfolk FWAG (Farming and Wildlife Advisory Group) is a Not-for-Profit Organisation which gained charitable status in 2012. It exists to promote wildlife friendly farming across Norfolk. It is a membership organisation, with over 330 farmer members, and its work is guided by a board of voluntary trustees.

### **Our Vision**

Norfolk FWAG will advise on and contribute to Norfolk's landscape becoming the exemplar region for cohesion between wildlife restoration and farm business success.

### **Our Mission**

Norfolk FWAG will support farmers and landowners to futureproof their land for the benefit of farming and wildlife; ensuring the long-term survival and prosperity of the Norfolk landscape.

### **About the Role**

In 2024, Norfolk FWAG became a Habitat Delivery Body for Natural England's District Level Licensing Scheme for great crested newt mitigation. As the demand for the scheme grows, we are looking to expand our delivery of pond restorations and creations for the benefit of great crested newt, and a host of other species.

Norfolk FWAG are seeking a motivated individual to join our team as an Assistant Pond Officer. The successful candidate will be responsible for supporting the delivery of pond restorations and creations through the District Level Licensing scheme. Responsibilities will include:

- Strategic and proactive engagement with farmers and landowners to increase uptake of the scheme.
- Conduct surveys of ponds to identify those suitable for restoration.
- Work closely with our network of contractors in order deliver high-quality pond restorations and creations.
- Undertake monitoring of ponds using Habitat Suitability Index and eDNA surveys.
- Attending regular meetings with Natural England and other partners to provide updates.
- Attending and organising events to spread awareness of pond restoration opportunities

There will also be opportunities to support the Norfolk FWAG team with the delivery of agri-environment schemes, habitat and species surveys, and our regular events.



## **Contract Details**

Full time position: 2-year fixed term contract starting in April 2025, with potential for extension and/or a permanent position.

### Required Skills:

- A relevant degree qualification in environmental science, ecology or similar
- A good understanding of UK habitats and species
- Full driver's licence and access to a vehicle
- Be based in the county of Norfolk or willing to relocate
- Strong communication and project management skills to engage with landowners and contractors
- An interest in wildlife conservation and nature restoration

### Desirable Skills

- Some experience undertaking habitat and species surveys, particularly Habitat Suitability Index (HSI) and eDNA surveys
- Good understanding of agriculture, and the commercial transition currently in progress across farming
- Good understanding of UK agri-environment schemes
- Some experience using GIS software
- Membership or working towards membership of CIEEM

## **Salary & Benefits**

- £21,000 to £24,000 (Based upon experience)
- 27 days holiday plus bank holidays
- Competitive pension
- Modest training budget
- NFWAG embroidered gilet and polo shirts

## **Hybrid Working Policy**

- Norfolk FWAG operates a hybrid working policy, and looks for the team to work approximately half of their contracted hours in the office on the Royal Norfolk Showground.
- Norfolk FWAG organise a variety of events, with some falling outside of regular working hours. Attendance of these events is not compulsory, but preferred.

## **Get In Touch:**

If you are interested in this role, please send a copy of your CV alongside a Cover Letter to Jordan at [jordan@norfolkfwag.co.uk](mailto:jordan@norfolkfwag.co.uk) by Monday 24<sup>th</sup> February – no agencies.

Interviews will take place on w/c 10<sup>th</sup> March.