



Role Description

Role title: Seasonal Warden, Strategic Access Management & Monitoring (SAMM) Project, Thames Basin Heaths Special Protection Area (TBH SPA)

Team: Thames Solent Area team

Staff Framework level: Officer (Level 2)

Reporting to: Victoria Huth, Senior Manager

Location: Heather Farm, Horsell, near Woking GU21 4XY

Hours per week: 37

It is Natural England's policy to seek to accommodate both full-time and part-time hours and other flexible working patterns.

This is a Short-Term Appointment from 17th February 2025 until 19th September 2025

Closing date: Wednesday 1st January 2025 at 11:55pm

Interviews: January 2025 - either in person at Heather Farm or virtually by arrangement

The Organisation

We are the Government's statutory advisor for the natural environment, playing a vital role in delivering the Government's 25 Year Environment Plan. This describes an ambitious vision, bringing new opportunities to protect and enhance, and to achieve real outcomes for the environment.

At Natural England, we love what we do. We're here to make sure people and nature can thrive. A healthy natural environment is fundamental to our wellbeing, prosperity and happiness – that's why we collaborate with scientists, lawyers, project managers and experts to implement environmental policy and shape decisions.

We work with a wide range of partners, stakeholders and customers on a huge range of projects, from influencing construction, advising farmers and landowners how they can manage their land in a sustainable way for the benefit of the environment, gathering and analysing environmental data, and carrying out vital statutory duties. Across the country, we're helping nature to support people and our planet.

We are focusing our efforts on six key programmes:

Greener Farming and Fisheries – supporting those who manage land and sea to operate in harmony with the environment

Sustainable Development – creating great places for people to live and work

Connecting People with Nature - promoting health and wellbeing through the great outdoors

Resilient Landscapes and Seas – protecting and restoring wildlife and natural beauty for future generations

Specialist Science and Evidence - an evidence-led organisation that is driven by science

Managing the Organisation – gathering business data to enable decision making

See more about the work of Natural England at www.gov.uk/government/organisations/natural-england

Natural England staff are inclusive, motivated and ambitious to achieve results for our environment, for everyone. We welcome and encourage applications from all communities and we operate a guaranteed interview scheme for disabled applicants who meet the minimum requirements for the role.

Wherever possible Natural England accommodates requests for both full-time and part-time hours and other flexible working patterns to help employees achieve a good work/life balance and maintain their health and wellbeing.

From induction to ongoing learning and development, everyone in Natural England is supported to develop their skills and capabilities. Where appropriate there will be offers of training under our apprenticeship schemes.

The Team

Based in the Thames Solent Area Team, you will be working as a warden in our wardening team, providing an on-the-ground wardening service on the Thames Basin Heaths Special Protection Area (TBH SPA). Working closely with the SPA landowners and managers and other key partners (including local authorities, Wildlife Trusts, the RSPB, Ministry of Defence, Forestry England and The Crown Estate), you will be engaging directly with the public to raise awareness amongst visitors of the importance and sensitivity of this internationally important heathland site.

The Role

The Thames Basin Heaths Partnership (TBHP), hosted by Natural England's Thames Solent Team, is fully funded from developer contributions, and is overseen by the TBH Joint Strategic Partnership Board (JSPB), a body comprising 11 local authorities, and Hampshire and Surrey County Councils. Working in partnership with Natural England colleagues, the TBH local authorities, SPA land owners and managers, and other stakeholders, you will support the project and enable it to achieve its objective of helping to protect the SPA from recreational pressures arising from new housing development.

As Warden you will;

- Work as part of the TBHP warden team, providing an on-the-ground wardening service on the TBH SPA. Working closely with the SPA landowners and managers and other key partners, you will be engaging directly with the public to raise awareness amongst visitors of the importance and sensitivity of the SPA.
- Promote the use of Suitable Accessible Natural Greenspace (SANG) sites as an alternative destination to SPA visitors.

- Provide a consistent SPA/ SANG message, including the use of promotional and educational material.
- Assist with educational activities, both on and off the SPA, and contribute to events, workshops, guided walks, etc., as required.
- Encourage responsible dog walking and discourage negative recreational activities where they impact on the SPA and reporting illegal activities to landowners/ managers.
- Work with existing landowner/ land management staff to assess visitor infrastructure and focus on the practical experience of visitors to identify on-the-ground improvements.
- Be willing to learn new ways of working and new technologies.
- Admin tasks where required. E.g keeping important internal admin up to date and entering data accurately and promptly, such as wardening stats, onto system.
- Other activities as required.

How to Apply

If you are interested in applying for this role please answer the following question

‘Why are you interested in being a TBH SPA Seasonal SAMM warden and what you can bring to the role?’

Please complete the application form and send it along with an up-to-date copy of your C.V. to Victoria Huth victoria.huth@naturalengland.org.uk

Key Capabilities

If you are successful, we expect you to have a certain level of capability in a range of activities. At the interview you will be asked questions related to your technical skills as well as to see how close you are to these levels in the following activities, which are drawn from the skills framework for this role:

Personal effectiveness

- Use clear and appropriate language, communication styles, techniques and technologies that engage your audience. (Basic)
- Respect the diverse needs and experience of other people, be inclusive in everything you do. (Basic)

Putting people at the heart of the environment

- Understand the importance of people accessing and engaging with the natural environment, and how to balance their needs with nature conservation objectives. (Basic)
- Work proactively and collaboratively with stakeholders and partners to identify and secure opportunities to deliver gains for people and nature. (Practitioner)

Work delivery

- Manage and deliver your work to meet agreed targets and deadlines and apply the relevant methodologies and tools for collecting data. (Practitioner)
- Understand and apply relevant policy, legislation, governance frameworks and strategies to your work. (Basic)

Working Safely

- Apply the principles of risk management and adopt safe working practices for yourself and the people you work with in everything you do. (Basic)
- Understand the duty of care owed to all visitors, contractors or others on the SPA, and adhere to appropriate legislation and Natural England policies and procedures (Basic)

Technical/specialist knowledge/qualifications

Essential:

- A relevant qualification or experience in education or countryside/animal management, nature conservation, environmental science, on the ground wardening service or a related discipline.
- Knowledge of the lowland heathland habitat and the development and recreational pressures and issues affecting it.
- Experience of, and confidence in engaging with the public, particularly where this experience has been gained from having worked outdoors in a nature conservation/ countryside access-related role.
- Knowledge of Natural England's purpose and how this work will contribute to its aims and objectives.
- Good written and verbal skills to enable effective communication with a range of internal and external partners
- Ability to use Microsoft Word, Excel, PowerPoint, Microsoft Teams, Outlook & other technology as required.

Desirable:

- Experience of, and confidence in engaging with children in an educational setting.
- Experience of, and confidence in engaging with dogs and dog walkers.
- Knowledge of countryside access/ rights of way, and nature conservation issues.

Additional information

Location of the role:

You must be able to travel to the TBH SPA on a daily basis. The role requires some weekend/ early morning and evening work. The TBH SPA and local partners fall within parts of Berkshire, Hampshire and Surrey.

As part of the role you will be required to regularly travel to our office which is located at Heather Farm, Woking GU21 4XY

A current, full driving license and reliable access to a vehicle is essential for this role.

As a seasonal warden you will be working on the SPA often in a variety of weathers. There will also be an element of office work required. Although the work will involve regular liaison with the SAMM wardening team, SPA staff and other land management staff, there will be a significant element of lone working.

It should be noted that as the role involves engaging directly with the public, the work may include potentially confrontational situations. However, the safety and wellbeing of its staff is of paramount importance to Natural England, which is committed to ensuring its staff undertake their roles in a healthy and safe working environment.

Flexible working patterns will generally be accommodated unless stated otherwise.

To Find out more about the project visit:

<https://www.facebook.com/thamesbasinheathspartnership>

<https://twitter.com/TBHPartnership>

Any questions please contact:

Victoria Huth – Senior Manager on 07919213950 or via email at

victoria.huth@naturalengland.org.uk

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