

NHSN Urban Naturalist Recruitment Pack

Would you love a job where every day is focused on expanding your knowledge of the diversity of wildlife, among a community of naturalists, and inspire a wide range of people to notice, enjoy and care for wildlife in their community on Tyneside?



Do you have naturalist field skills in either plants, insects or mammals?

Would a job based on a SSSI nature reserve on Tyneside excite you?

Do you seek a busy schedule engaging people to inspire wonder in urban wildlife?

If your answers to all three questions are 'yes', then please read on....

How to Apply

**Please submit your CV and a covering letter that includes:
“Why I am the best candidate for NHSN’s Urban Naturalist”
using the numbered requirements of the Person Specification,
with your examples, maximum 1000 words.**

Your application WILL ONLY be considered if you include the numbered bullets from the Person Specification in your covering letter

For an informal discussion about this role, please email NHSN Director, Clare Freeman nhsn.director@newcastle.ac.uk Please give plenty of time to ensure this can happen. To apply please email your CV and covering letter to Clare Freeman, nhsn.director@newcastle.ac.uk by **midnight Wednesday 31 July 2024. Please indicate if you wish to undertake the role in a full-time or part-time capacity.**

Interviews will be held at Gosforth Nature Reserve, Salters Lane, Gosforth NE3 5EP on Tuesday 6 August 2024. No interviews by video will be available as this will be a valuable opportunity to meet the team, and tour Gosforth Nature Reserve. Contribution to travel cost available.

About NHSN and the Urban Naturalist

100 years ago, William Edward Beck, a businessman, local naturalist and NHSN member, made a significant and positive difference for local nature and people. He secured the rights to manage land for wildlife that is now NHSN's Gosforth Nature Reserve. It's an inspiring story that reveals how one person can truly make a positive difference. Thanks to funding from the Reece Foundation, in this new role for NHSN, as Urban Naturalist, you can sustain Beck's legacy by empowering people to enjoy nature and leave their legacy for the next 100 years.

NHSN is a local independent charity established in 1829, operating across North East England bringing people together to inspire and share each other's enjoyment, skills and knowledge in a wide range of natural history topics. We are likely to be the oldest active natural history society in the UK and remain owner of the Great North Museum: Hancock and its natural history collections in Newcastle upon Tyne. Our purpose then was to rely on the museum to bring people together to grow a scientific understanding of nature locally and beyond. Today our focus is on growing and widening the engagement of people with nature, wherever they are, to enjoy, learn and care for nature, especially in response to the climate and ecological crises.

As our Urban Naturalist you play a significant role in delivering the ambitions of the Reece Foundation's Ouse Burn Way and NHSN's Action for North East Nature. Centred on Gosforth Nature Reserve you will develop the role of the site through NHSN's 'reserve without walls' approach, based on eco-museum thinking, raising community awareness, understanding and appreciation of nature and wilder spaces throughout neighbouring urban wildlife corridors.

You will be helped by a supportive community of people passionate about a wide range of aspects of natural history; from geology to botany, from the social history of local naturalists to the arts and stories captured in nature journals. Your role is to help mobilise people through Gosforth Nature Reserve, citizen science, magazine and journals, social media channels and more. You will champion NHSN's support to Young North East Naturalists through imaginative collaborations with schools, universities, community groups, early career ecologists and development of NHSN's young North East naturalist toolkit.

You will be a crucial part of NHSN small team of paid staff, who live a culture of enthusiasm, flexibility, agility and continuous improvement in their work and passion for nature. Your schedule will be busy in order for you to maximise community involvement in noticing urban wildlife and learning to get involved in biological surveying. There is lots of scope to bring your own imagination to delivery of this work.

As a naturalist you will bring good knowledge and passion in one or more of the topics of plants, insects or mammals, along with genuine enthusiasm and interpersonal skills to engage a wide range of people, of all abilities in natural history.



Job Description

Job Title Urban Naturalist

Responsible to NHSN Director, or Chair of Trustees in the absence of the Director.

Responsible for Volunteers, work placements, researchers, casual employees, and contractors related to Gosforth Nature Reserve.

Working Hours

Full-time and part-time applications welcome. Full-time employees will be expected to work 37 hours per week, over 5 days. NHSN operates a flexible working policy and the post-holder can agree their times and days of work with the Director. We're open to flexible working hours and full or part-time applications, as long as your working hours are predominantly based at Gosforth Nature Reserve. Due to the nature of this role some weekend/ evening working will be expected throughout the year for which time off in lieu is given.

Salary £27,500 - £29,900 dependent on skills and experience

Contract type Fixed term, three years, full time. Continuation subject to funding.

Job Purpose

You will play an important role in helping NHSN successfully achieve positive social and environmental impact through its strategic ambitions to be:

- Locally focused, welcoming, helpful, inspiring and encouragement of learning about North East nature.
- Delivering NHSN's Action for North East Nature strategy and The Reece Foundation's Ouse Burn Way vision, and Gosforth Nature Reserve Management Plan.
- Developing NHSN's approach for a 'reserve without walls', by growing individual and community awareness, interest and action to notice and record nature and the natural environment throughout adjacent urban wildlife corridors.
- You will inspire people of all ages, backgrounds, circumstances, abilities and interests in natural history, especially people new to natural history. You will be helped by our community of unpaid and paid enthusiastic, active and knowledgeable naturalists. You are not required to be an expert in natural history but will demonstrate at least intermediate competency in identifying everyday urban nature, especially in one or more of the subjects of botany, mammals or entomology.
- You will be supported by NHSN Director and colleagues in developing, planning and delivering your work, as well as involving and empowering volunteers. A positive attitude is necessary to inspire people with a diverse range of views and environmental knowledge to help them help contribute and overcome climate and ecological challenges. This is partly why you will need to be calm, open-minded and have confident communication skills.

Job Location

You will be based at NHSN's Gosforth Nature Reserve and engage with people throughout the Ouse Burn Way and adjacent wildlife corridors. You are expected to regularly visit the NHSN Office at the Great North Museum Hancock for team meetings. Most of your week, all year round, will involve direct delivery in and around Gosforth Nature Reserve and the wildlife corridors.

Main Duties & Responsibilities

Your core areas for delivery are developing, planning and delivery of Gosforth Nature Reserve Management Plan and associated activities all year round for:

- An outdoor environmental engagement and education programme.

- NHSN citizen science activities and periodic reports on the state of wildlife and environmental features.
- Interpretation of local urban wildlife through a range of channels and formats.
- Communicating curious and interesting stories daily through social media, and periodically through other channels and formats from a range of contributors.
- Nature connectedness activities.
- Supporting volunteers, work placements, researchers and contractors.
- Legal compliance, especially for health and safety, safeguarding and data protection.
- Stewarding support from existing and new members, supporters, volunteers, landowners and local organisations.
- Undertake any other duties as required by the Director, or in their absence, the Chair of Trustees.

Additional involvement involves, but not limited to; administration, budgeting, team meetings, monitoring and evaluation, training, contributing ideas towards other NHSN activities.

Transport

You are not required to provide your own car but expected to demonstrate how delivery throughout the area can be delivered in low carbon modes. You will be reimbursed for business-related mileage

Benefits of working for NHSN

- Accredited Living Wage Employer
- Automatic enrolment in contributory pension scheme. 5% employer pension contribution
- Flexible working
- 29 days holiday (inc. public holidays), accruing an additional one day per year of service
- Opportunity to increase your own field identification skills working with NHSN Special Interest Group Co-ordinators and community of North East naturalists.
- Dedicated work laptop provided and smart phone if needed.
- Based at [Gosforth Nature Reserve celebrating its centenary in 2024](#)

Additional Information

- [About NHSN](#)
- [About Gosforth Nature Reserve](#)
- [Gosforth Nature Reserve Management Plan and the wildlife corridors](#)



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Covering letter example

A. Experience

1. In my spare time I contribute to national and regional citizen science, Big Garden Bird Watch for 3 years, North East Bee Hunt for 1 year and use iNaturalist on a weekly basis
2. As an engagement officer for x National Park I delivered y number of events for 2 years

Personal Specification

A. Experience

You should demonstrate your success using examples in, paid or unpaid roles, alone or as part of a team in the following areas:

1. Proactive participation in wildlife citizen science, especially biological recording apps eg iRecord, iNaturalist (essential)
2. Developing, planning and delivering a busy schedule of community engagement and environmental education (essential)
3. Engaging people with diverse characteristics, circumstances and backgrounds (essential)
4. Creating and regular posting of social media material (essential)
5. Recruiting, supporting and retaining volunteers (desirable)
6. Experience of supporting volunteers in practical conservation work (desirable)
7. Collaboration with a wide range of local organizations from public, private and charitable sectors (desirable)

B. Competence, Knowledge & Skills

You should demonstrate with examples your:

1. Intermediate level of wildlife identification knowledge and skills in one or more of the following: plants, insects or mammals (essential).
2. Familiarity of possibilities of conserving urban nature and urban wildlife corridors (essential)

3. Confidence as a communicating across a range of channels to a wide range of people through strong interpersonal skills (essential)
4. Self-organising abilities; developing, planning and running activities and events (essential)
5. Competency in Microsoft Windows/ Office (essential)
6. Conduct yourself professionally within and outside NHSN (essential)
7. Understanding of low carbon ways to enjoy and notice nature (desirable)
8. Understanding of the various barriers different people face in enjoying and experiencing urban nature and ways to remove those barriers (desirable)
9. Influencing skills to secure public support for nature (desirable)
10. Geographic Information Systems mapping skills (desirable)
11. Clean driving licence (desirable)

C. Personal Qualities

To grow people's engagement and connection with nature, using examples show how you will be:

1. **Inspiring** about the wonder of local urban nature.
2. **Positive** about ways to overcome climate and environmental challenges
3. **Welcoming and inclusive** to people with wide ranging abilities and interests in natural history.
4. **Empowering learning** about nature by all, through curiosity and humility.
5. **Listening, understanding and responding** to the motivations of diverse audiences to connect with nature.
6. **Calm, patient and persistent** when things are busy or not going to plan.
7. **Reflective and creative** in order to initiate improvements to ways of working.
8. **Flexible, agile and responsive** to people needs and expectations.

D. Qualifications and training

1. Field studies skills and citizen science (essential)
2. Undergraduate or post postgraduate qualification in a relevant subject (desirable)
3. Diversity and inclusion (desirable)

NHSN Social Media Channels

Twitter – <https://x.com/NENature>

LinkedIn – <https://www.linkedin.com/company/natural-history-society-of-northumbria/>

Facebook – <https://www.facebook.com/NorthEastNat/>

Instagram - <https://www.instagram.com/northeastnature/>

