

**MENTER AR GYFER**  
**CADWRAETH NATUR CYMRU**



**INITIATIVE FOR NATURE**  
**CONSERVATION CYMRU**

## Conservation Officer - Job Advert

**Working Hours - Four days / 28 hours per week**

**Term – Fixed Term – three years**

**Salary - £27,000 (Pro-rata)**

**Role Location** – Various locations within the Glamorgan uplands (headwaters of the Afan, Rhondda, and Cynon Valleys). Also working from home and at INCC's office at the National Botanic Garden of Wales.

Thanks to funding from the Pen-y-Cymoedd Vision Fund, INCC are looking to appoint a Conservation Officer to oversee our three-year upland Water Vole conservation project in the Glamorgan uplands, South Wales.

This community conservation and research project will identify and map Water Vole colonies and habitats in the project area as well as assess how Water Voles are dispersing through the landscape between colonies. Our upland habitats remain one of our best opportunities to save the Water Vole from extinction in Wales and it is envisaged that this project will create a strategy for future Water Vole conservation for upland Water Voles in Wales.

Key to the project is the involvement and engagement of local communities and volunteers. It is important that communities within the project are able to take part in the project as well as have opportunities to be inspired by their upland landscape and its wildlife.

Application closes at noon, Monday 29<sup>th</sup> April 2024

For further information, please contact [rob.parry@incc.wales](mailto:rob.parry@incc.wales)



Cronfa Gymunedol Fferm Wynt  
**PEN Y CYMOEDD**  
Wind Farm Community Fund CIC

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INCC, Science Centre, C/O National Botanic Garden of Wales, Llanarthne, Carmarthenshire, SA32 8HG

[www.natureconservation.wales](http://www.natureconservation.wales) / [info@incc.wales](mailto:info@incc.wales) / 01558 668768

Registered Charity Number: 1180113

# Job Description

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## Identification of Job

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Job Title:	Conservation Officer
Working Base:	Working in different locations within the Pen Y Cymoedd windfarm area, and from home. INCC Head Office c/o National Botanic Garden of Wales, Llanarthne, Carmarthenshire.
Responsible To:	Chief Executive Officer.
Responsible For:	Volunteers and Contractors.

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## Project Overview

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Thanks to funding from the Pen y Cymoedd Vision Fund, INCC will be undertaking essential research and community nature conservation for Water Vole in the uplands of Glamorgan (headwaters of the Afan, Neath, Ogmored, Rhondda and Cynon valleys).

Upland landscapes such as the project area remain one of our last opportunities to save the Water Vole from going extinct in Wales. The more we know about Water Vole ecology in these landscapes the better our conservation work for them in future. The project will work with local communities, volunteers and students to identify and map the Water Vole colonies within the project area. Once known, efforts will be made to understand how related and connected the different colonies are to each other, as well as establish how individuals from colonies disperse through the landscape. As well as working with academic institutes and students to undertake research, the project will also work with local communities to demonstrate the importance of their landscape for Water Voles and other wildlife.

It is envisaged that this project will bring about a greater understanding of upland Water Vole ecology which will ultimately lead to better, more targeted conservation effort for our remaining Water Voles in upland Wales.

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## Role Profile

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The role of Conservation Officer focusses on working alongside existing staff, partner organisations, local communities and volunteers in areas around the upper reaches of the Afan,

Neath, Ogmore, Rhondda and Cynon valleys. Although the project is focussing on Water Voles in the uplands of these areas, a major element of the project is to better connect local communities within the valleys to their upland landscape and wildlife. The project and role have significant internal and external impacts on the organisation's delivery and reputation.

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## **Main Responsibilities**

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### Project Delivery

- Develop and facilitate scientific research projects on upland Water Vole populations in the project area.
- Run events on Water Voles / local wildlife, including guided walks, volunteer research groups, training, surveys and information days.
- Oversee, support and supervise academic institutes and students involved in the project with their research and field work where it relates to the greater understanding of upland Water Vole ecology.
- Support students, volunteers and placements to undertake research, communications and gain experience of the nature conservation sector.
- Work with staff and volunteers to undertake species surveys and habitat mapping for Water Voles in the uplands.
- Recruit and engage key volunteers and community participants to learn about Water Voles, their habitat, and the landscape.
- Assist INCC officers when running Water Vole conservation and habitat management training courses for community volunteers, schools, landowners, students and the wider nature conservation sector in the landscape.
- Assist INCC in developing appropriate communications to raise awareness of the importance of the project area for Water Voles and other wildlife, and what residents and communities can do to help.
- Engage with landowners / graziers in the project area to encourage habitat creation and restoration and management as well as American Mink Control.
- Contribute to other work of the organisation when required.

### Partnership Working

- Engage with and regularly update partners, volunteers, landowners, supporters and funders involved in the project.
- Attend partnership meetings.

## Communications

- Help raise the profile of INCC, the project and its outcomes through social media posts, written articles, press releases and other suitable media.
- Work with project manager and partners to promote nature conservation locally and throughout the different communities in the landscape.
- Undertake guided walks, talks, events, activities, surveys and training for volunteers and community participants.

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## Personal Specification

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### Experience

*We appreciate that it may be unlikely to meet all the requirements listed below.*

- Experience of working or volunteering in the nature conservation sector in Wales.
- Knowledge of Water Voles including their ecological requirements, the threats they face, and the conservation action needed.
- Experience of undertaking academic research and being involved in field research and data collection.
- Experience of working with volunteers, students and community groups.
- Experience in running community/volunteering events, activities and public speaking.
- Experience in writing press releases and articles.
- Experience of communications including social media.
- Knowledge of the project area (the upper reaches of the Afan, Neath, Ogmore, Rhondda and Cynon valleys), its wildlife and communities.

### Skills and Abilities

*We appreciate that it may be unlikely to meet all the requirements listed below.*

- Diligent and methodical.
- Must be able to work independently at times, managing own work programme and delivery outcomes.
- Natural collaborator with excellent communication and presentation skills and the ability to build relationships across different communities.
- Ability to empower and inspire people to take action for wildlife and nature conservation.
- Excellent written and oral communication skills.

- Must have ability to travel to different locations across the project area.
- Willingness to learn.
- Physically fit to carry out work in remote upland habitats.
- Excellent personal organisational skills with excellent time management and ability to prioritise effectively and coordinate others.
- A good knowledge and understanding of local and national conservation issues and approaches to nature conservation.
- An understanding of the importance of the Welsh language in communications.
- Welsh language speaker or Welsh language learner.