

# Wilder Community Organiser

We are the county's leading conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature. Our climate is in crisis and nature needs our help. Together we can protect the future.

Hello and thank you for your interest in the post of Wilder Community Organiser at Essex Wildlife Trust.

We are looking for two passionate Wilder Community Organisers to work with [Essex Wildlife Trust](#) and the [National Lottery Heritage Fund](#) on a transformative partnership project to help reverse the nature and climate emergencies. Nextdoor Nature Essex builds on actions taken from the Wildlife Trust's community organising approach and will see people across Essex empowered to lead action for wildlife within their communities, reclaiming and creating green and blue spaces for nature. We need a Wilder Essex, with more people on nature's side

There are two positions available. The role in South Essex will be focused in Basildon and Thurrock, whilst the role in North Essex will be focused in Clacton-on-Sea and the surrounding areas. Both positions are full-time roles on a two-year fixed term contract until 30 June 2024. The salary for this post is £21,500 per annum.

A significant part of your time will be invested in building relationships and trust in communities. You will run listening sessions and facilitate a wide range of conversations, supporting others to do the same. Once common issues are identified you will work to empower champions and communities to develop projects and to make change.

The successful person will be personable, organised and committed to supporting self-sustaining community powered change and facilitating local people to empower themselves to act for nature. Our values are [Inspiring](#), [Collaborative](#), [United](#) and [Professional](#).

This role provides an exciting career opportunity for someone who is passionate about making a real difference for wildlife and people in Essex.

To make an application, please complete the application form via our website by 9:00am on Monday 30 May 2022. The interviews are arranged for 13 and 16 June 2022. Please note in your application if you are applying for the North or South Essex position (or both).

For further information or an informal discussion about the role, please contact me on 07938 485322 or via [daniellec@essexwt.org.uk](mailto:daniellec@essexwt.org.uk).

Thank you for your interest in this role. I look forward to receiving your application.

Yours faithfully

Danielle Carbott  
Urban Engagement Officer

We want our people to be as diverse as nature, so we particularly encourage applications from people who are underrepresented within our sector, including people from minority ethnic backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

## Job Description

**Job Title:** Wilder Community Organiser  
**Salary:** £21,500 per annum  
**Location:** North or South Essex  
**Reports to:** Urban Engagement Officer

### Job purpose

The role of Wilder Community Organiser will be to nurture and empower the communities which make up the fabric of local areas. You will enable people to help themselves through a series of facilitated and sustainable activities leading to a ripple effect of people taking action for nature and the climate.

### Role Responsibilities (illustrative, not exhaustive, list):

1. Empower and support residents to identify and agree actions and create plans to improve their communities for people and nature.
2. Develop and maintain strong relationships with community leaders and champions, building trust in communities you work with.
3. Run listening sessions and facilitate a wide range of conversations, supporting others to do the same.
4. Identify common issues, barriers and needs and work to empower people to develop strategies to win change.
5. Enable community leaders to share learning and experiences which promote self-supporting, peer-led networks.
6. Support the empowerment of under-represented and disconnected groups within their local communities, working with them to enhance community cohesion and collaborative working.
7. Support communities to develop training opportunities through local and national resources.
8. Champion the community organising approach, sharing skills, experience, knowledge and learning about community organising throughout the whole Wildlife Trusts movement.
9. Work with other team members to ensure there are clear routes for community enquiries within the Trust and act as a key point of contact for new and existing community links and representatives.
10. Support monitoring, reporting and evaluation activity as required by your line manager.
11. Promote local and national Wildlife Trust campaigns through community networks, liaising with communications contacts to maximise their reach and impact.
12. Build positive relationships between the Trust and other similar community-based organisations to support objectives, reach wider and more diverse audiences, and promote effective partnership working.
13. Champion inclusion and diversity.
14. Work with due regard to Health and Safety, the General Data Protection Regulations, the Fundraising Code of Practice, Safeguarding and other policies and procedures and maintain and uphold the good reputation of Essex Wildlife Trust.
15. Be willing to undertake other tasks as reasonably requested by your line manager.
16. To work flexible hours according to the needs of the communities that are being engaged.

### Person specification

#### Knowledge and skills

1. Passion & enthusiasm for working with communities, for inclusion & for restoring nature.
2. Positive, creative & resilient – open to new ideas/learning & flexible in approach.
3. Knowledge of and commitment to equal opportunities.
4. Willingness to work flexible hours when the work requires.
5. Warm and approachable with the ability to establish trust and build strong relationships with diverse audiences.
6. Confident public speaker.
7. Ability to actively listen, absorb and allow effective conversation.
8. Experience of working with communities to enable change.
9. Experience of developing positive relationships with community volunteers and champions.
10. Experience of developing and supporting community activities and projects.

11. Experience of working collaboratively.
12. Experience of working with voluntary and community groups.
13. Demonstrable experience of working with people from socially economic and disadvantaged backgrounds.
14. Ability to work with a diverse range of people and groups from different backgrounds.
15. An understanding of the principles and practices that underpin effective community organising.
16. An understanding of safeguarding and vulnerable adults.
17. An understanding of the barriers to community involvement and how they may be overcome.
18. Understanding of inclusion and issues relating to voice and influence.
19. Excellent Organisational skills able to prioritise and manage a varied workload.

### **Additional information**

- All staff are ambassadors for the Trust both internally and externally and are expected to act in a professional manner at all times. They are required to abide by Trust rules, policies and procedures as laid down in the staff handbook, adopt environmentally friendly working practices, set and maintain high personal standards of efficiency and customer care and foster a 'can do' culture based on ownership, initiative, teamwork and exchange of information.
- We want our people to be as diverse as nature, so we particularly encourage applications from people who are underrepresented within our sector, including people from minority ethnic backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

As a Disability Confident employer, we are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_