



Biodiversity Officer

CANDIDATE PACK

April 2026

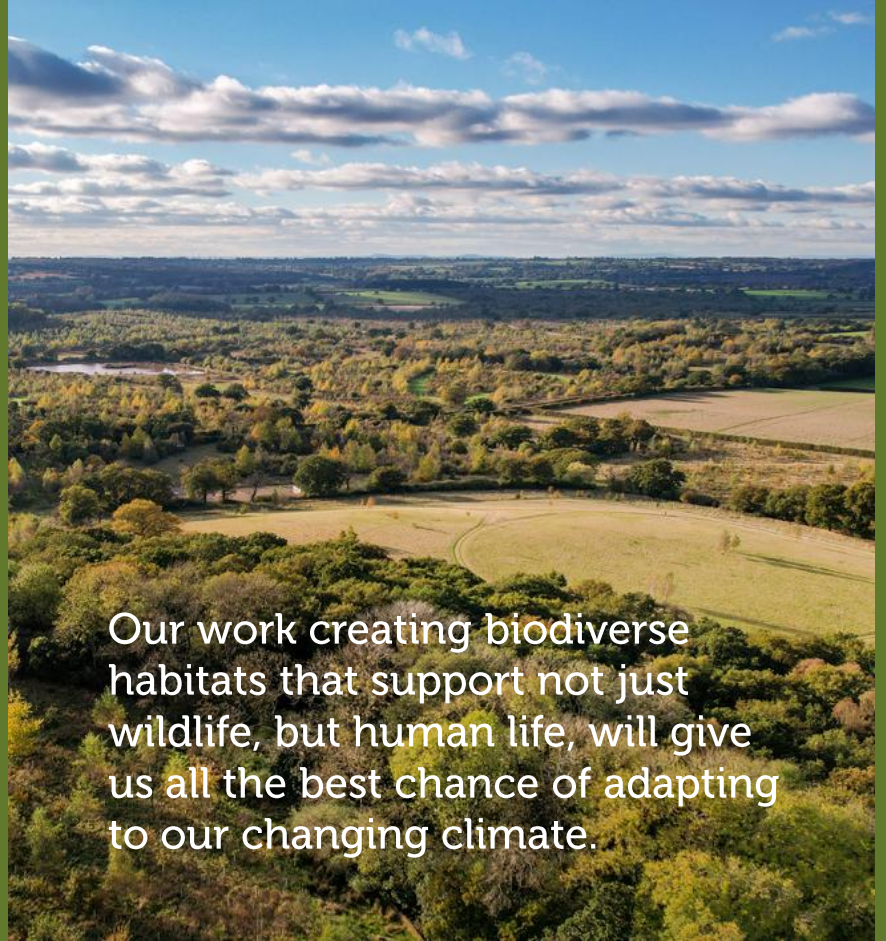
WHO WE ARE

The Heart of England Forest is **helping to reverse centuries of woodland decline** by creating and conserving a huge broadleaf forest in the heart of the country, a place of enduring natural beauty, protected and secured for generations to come.

We take our mission very seriously; it has never been more important to invest in our natural environment. Our work creating biodiverse habitats that support not just wildlife, but human life, will give us all the best chance of adapting to our changing climate.

The Forest is more than just trees...

It is home to an incredible array of habitats, including new tree planting, mature and ancient woodland, grassland, heathland, farmland, and wetland, that enable animals, plants, and people to thrive. As the Forest grows, **eventually covering 30,000 acres** (an area the size of 17,000 football pitches), so too will the benefits to both our health and that of the natural world.



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OUR PEOPLE

We value our people; we are proud to be a [Real Living Wage Employer](#) and a [Disability Confident Employer](#).

Our amazing community of volunteers helps us with all aspects of creating and managing the Forest all year round, including tree planting, wildlife and habitat surveying, managing footpaths and assisting with our education programmes. We are proud to have been awarded the [Queen's Award for Voluntary Service](#), recognising the incredible support our volunteers give to the charity.

[Read more here](#): [Heart of England Forest volunteers recognised with Queen's Award | Heart of England Forest](#)



JOIN US

Maintaining and managing the Forest in perpetuity for the benefit of people, wildlife and the environment is our biggest challenge.

This is an exciting time of growth and development for the Heart of England Forest. With our new Chief Executive, we are reinvigorating our ambitious vision and updating our strategy to deliver one of the most significant resources for climate change mitigation and nature recovery in the country.

You can also find out more about our impact here charity here: [Our impact | Heart of England Forest](#) and in our most recent annual report: [Download our Annual Report | Heart of England Forest](#)



If you are inspired by our vision and our energy and would like to join us in creating an incredible breath of fresh air for the nation, we would love to hear from you.

THE ROLE

We're looking for someone to join our Forest Operations team as a Biodiversity Officer, responsible for biodiversity projects in the south side of the Forest.

JOB SUMMARY

You'll be part of something unique, helping to grow and shape one of England's largest new woodlands and a diverse range of habitats. The Forest is a home to many rare and threatened species, such as brown hairstreak and purple emperor butterflies, as well as Red List bird species such as skylark and woodcock.

The Forest has a North/South split with a Biodiversity Officer covering each area, as a part of the wider Forest Operations team.

In this role you will plan, develop and implement ecological enhancement projects and monitoring across the Forests woodlands, wetlands, grasslands, and river corridors. Undertaking field surveys, practical habitat work, data collection and the delivery of biodiversity projects.



KEY RESPONSIBILITIES

HABITAT MANAGEMENT

- Maintain and improve a variety of habitats, including woodland, grassland, wetland and traditional orchards; containing specific features such as rides, glades and ponds.
- Inform sustainable forestry operations by identifying ecologically sensitive areas and protected features and/or species.
- Carry out practical conservation tasks, including leading and training groups of volunteers.
- Work with and supervise contractors to deliver on-site habitat enhancement projects.

WIDLIFE MONITORING AND SURVEYS

- Oversee the survey programme for a range of fauna and flora. Undertake surveys including, butterflies, birds, protected species, vegetation and habitat condition assessments.
- Record species and habitat data accurately using digital tools and GIS.
- Maintain ecological databases and contribute to annual monitoring reports.
- Record Invasive Non-Native Species across the Forest. Incorporate methods of control in any project planning.

KEY RESPONSIBILITIES (continued)

DATA AND ADMINISTRATION

- Prepare ecological reports and maps.
- Deliver and support compliance with funded projects, including managing any delegated budget.
- Gather information for ecological assessments linked to Forest projects.

STAKEHOLDER ENGAGEMENT

- Work closely with the forestry teams, external contractors, volunteers and the wider charity teams.
- Lead volunteer days and community engagement activities.
- Communicate ecological findings clearly to colleagues, contractors and visitors when required.
- Engage with local stakeholders as required, representing The Heart of England Forest and collaborating to advance the objectives of the charity.

GENERAL

- Demonstrate and promote the values of the Heart of England Forest.
- Maintain a commitment to high standards of health and safety at all times. Ensure all work is undertaken within the Heart of England Forest health and safety policy and processes.
- Play an active part within the wider Heart of England Forest team.
- Make active use of information and resources gained via personal networks to inform the development of this role.
- Perform any other duties consistent with the role and / or reasonably required by your line manager, and/or the Senior Leadership Team.



YOUR SKILLS AND EXPERIENCE

ESSENTIAL

- Practical experience in a relevant conservation-based role.
- Working knowledge of UK habitats, wildlife and standard survey methods.
- Experience of UK ecological surveys (volunteering or placements included).
- Ability to identify indicator species of key habitats and willingness to learn.
- Competent practical skills such as using hand tools for habitat management.
- Experience working with, leading and training volunteers - including habitat management and survey technique.
- Comfortable working outdoors in varied weather and terrain.
- Good organisational skills and attention to detail.
- Ability to work effectively as part of a team and confident lone working.
- Full UK driving licence (manual)

DESIRABLE

- Degree or equivalent qualification or relevant experience in Ecology, Environmental Science, Conservation, or related field.
- Specialist knowledge in a particular UK habitat.
- Familiarity with GIS or digital mapping tools.
- Experience of contract management and site supervision.
- Interest in developing protected species survey skills.
- Qualified first aider or willingness to undertake training

TERMS OF APPOINTMENT

Contract: 1 x permanent

Annual salary: £29,725.00 p/a FTE

Reporting to: Principal Biodiversity Officer

Annual leave: 28 days, plus bank holidays

Additional benefits:

Contributory pension scheme
(matched at 4.5%)

Group income protection scheme

Group life assurance scheme
(x4 death benefit)

Employee assistance programme

Medical health cash plan

HOURS

Full time (37.5 hours) or part-time may be considered. Normal working hours are usually between 08.00 and 16.30, Monday to Friday. However, some out of office hours work will be required, which may include evenings and weekends, for which time off in lieu will be given.

LOCATION

Practical delivery will be across the Forest. On office days you'll be based at our head office in **Dorsington, with hybrid working available**. Due to the nature of the job the post holder must have the willingness and ability to travel across the Heart of England Forest daily to meet the demands of the role.



Help grow and shape
England's largest new
broadleaf woodland


HOW TO APPLY

If you believe that you are the right person to help take our work and ambition to the next level, we really want to hear from you.

Find out more and how to apply: <https://heartofenglandforest.org/jobs-and-careers>

The deadline for applications is: Sunday 26th April 2026 - midnight.

The Heart of England Forest is committed to safeguarding and promoting the welfare of children and vulnerable adults. Applicants must be willing to undergo protection screening appropriate to the post, including checks with past employers and DBS disclosure.

 heartofenglandforest.org  [@heartofenglandforest](https://www.facebook.com/heartofenglandforest)

 [@theheartofenglandforest](https://www.instagram.com/heartofenglandforest)  [Heart of England Forest](https://www.linkedin.com/company/heartofenglandforest)



DIVERSITY STATEMENT

We are building a culture where diversity is valued, and we can all be ourselves. We still have work to do but are strongly committed to inclusive practices which demonstrate fairness, equality, and anti-racism in everything we do. We will not tolerate less favourable treatment of anyone, especially those with legally protected characteristics, and welcome applications from all sections of all communities.

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