

# Working for Birmingham & BLACK COUNTRY WILDLIFE TRUST



**Birmingham &  
Black Country**  
Wildlife Trust

# WELCOME FROM THE C.E.O

Thank you for your interest in working at Birmingham and Black Country Wildlife Trust!

This information pack will give you an overview of our charity and the vital work we do for wildlife and people across our local area, as well as a sense of what it's like to work with us.

The landscape of Birmingham and the Black Country has a rich social, economic and natural heritage shaped by a complex history of rural, industrial, and more recent suburban and commercial

land use. The wildlife is as varied and valuable as that of any other part of the United Kingdom. We have been dedicated to conserving and enhancing the natural heritage of our region for over 40 years. We want to create a living landscape, rich in wildlife, valued and enjoyed by all. Our projects and activities not only protect wildlife, they contribute significantly to the wellbeing and quality of life for people living and working in the West Midlands.

We offer a working

environment where the team are passionate and committed to our cause, welcoming and friendly. We truly love what we do, providing a sense of real camaraderie and belonging.

As you read through this pack, and perhaps explore our website too, I hope you will be excited by the opportunity to show us what you can bring to our team. We look forward to meeting you!

*Delia Garratt*

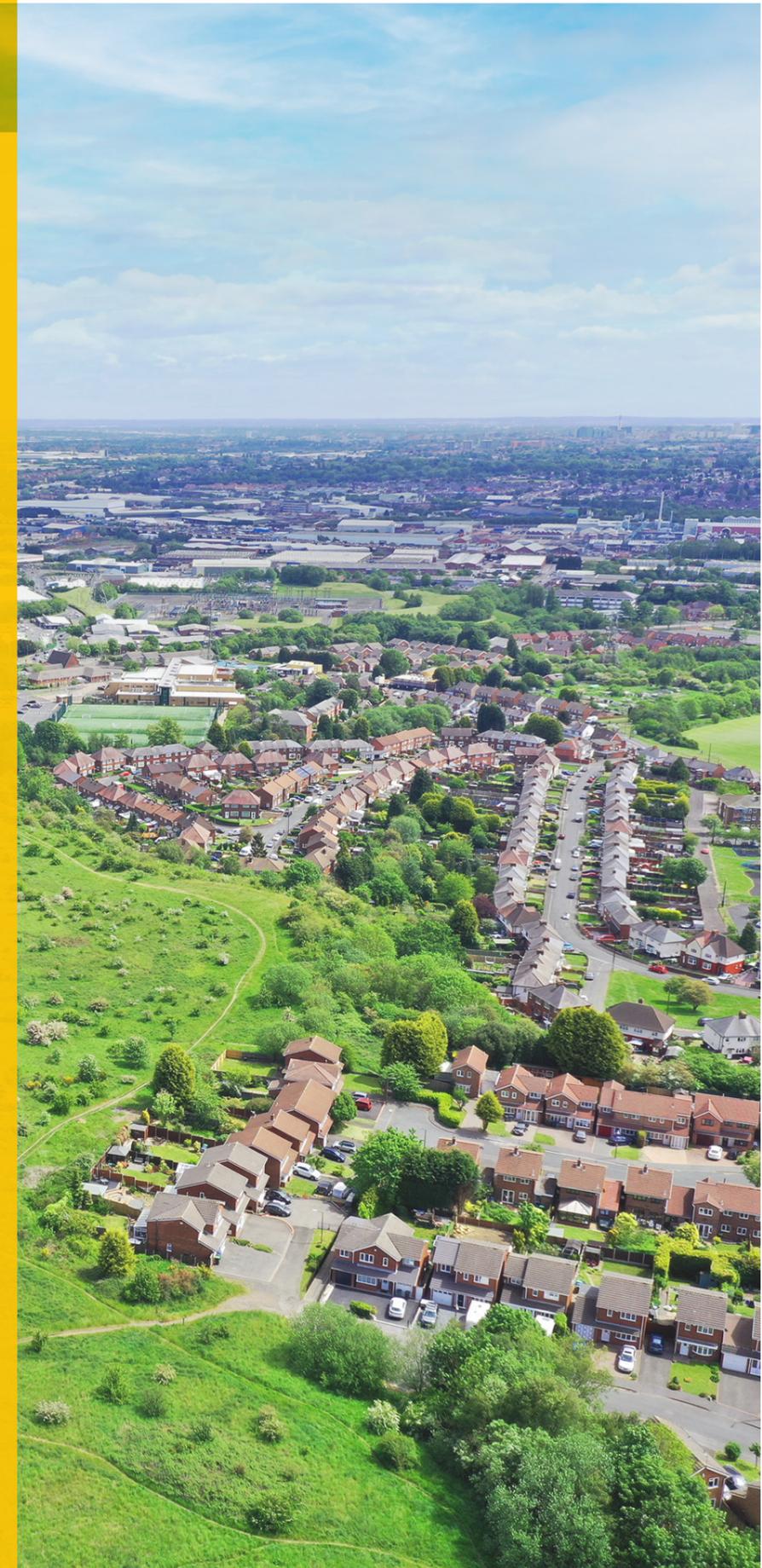


# WHO WE ARE

The Wildlife Trust for Birmingham and the Black Country is a local charity uniquely protecting the wildlife of Birmingham, Dudley, Sandwell, Walsall and Wolverhampton. We are one of 46 local, independent Wildlife Trusts working to make the UK a better place for people and wildlife.

With more than 800,000 members, the Wildlife Trusts are the largest UK voluntary organisation dedicated to conserving the full range of the UK's habitats and species, whether they be in the countryside, in cities or at sea. Collectively we manage over 2,300 nature reserves covering more than 90,000 hectares.

Locally, the Wildlife Trust for Birmingham and the Black Country works to conserve biodiversity, improve the environment and raise awareness and understanding of wildlife issues. We have over 7,000 members and have projects, nature reserves and environment centres across the area.



# OUR VISION

**A Wilder Birmingham and Black Country with more green and wild spaces where nature thrives, and where everyone has an equal opportunity to access nature in their daily lives.**

The Wildlife Trust will strengthen our position as the strategic nature conservation leader in Birmingham and the Black Country, influencing how our landscape evolves to adapt to changing populations, lifestyle and land use.

We will engage with all sections of our community to make nature an integral part of people's lives. We will work together to help reverse nature's decline, creating better places to live and improve health and wellbeing.

Birmingham and the Black Country will become a place where wildlife and wild places are abundant, accessible and thriving.

# OUR STRATEGY

We have exciting and ambitious plans to develop the Trust to help wildlife and engage more people with nature. Our goals for 2030 are:

## GOAL 1



Nature is in recovery, with abundant, diverse wildlife across Birmingham and the Black Country.

By 2030 we want to see 30% of Birmingham and the Black Country's landscape managed for the benefit of wildlife. We will work to protect, restore and connect wilder landscapes where wildlife and people can thrive.

## GOAL 2



People are taking action for nature and the climate across Birmingham and the Black Country.

By 2030 we want to see at least 1 in 4 people across Birmingham and the Black Country taking action for nature. We will inspire and engage people to take action for wildlife and enable communities to develop a positive and meaningful connection with their local natural environment.

## GOAL 3



Nature is playing a central and valued role in helping to address local and global problems.

By 2030 we aim for 500 hectares of land to be improved to provide nature-based solutions to the ecological and climate crises. We will help nature to help us by restoring and creating habitats that can draw down carbon from the atmosphere, reduce local flooding and pollution, whilst promoting nature-based solutions to help improve our physical and mental wellbeing.



# WHAT WE OFFER

## SENSE OF PURPOSE

Working for the Birmingham and Black Country Wildlife Trust allows you to take direct action for positive change in your local environment. You will be working alongside like-minded, passionate individuals who share a sense of camaraderie and belonging.

## PAY

Whatever your role within our Trust, you are vital to the achievement of our vision for a wilder future. We want to make sure that you stay with us and feel valued, recognised and rewarded. We offer salary progression for all of our staff and are also a Living Wage employer.

## PENSION

Securing your future is as important to us as securing the future for wildlife. All of our employees are auto-enrolled into our pension scheme, receiving a 7% contribution from the Trust.

## HOLIDAYS

Whether you want to hibernate or travel south for the winter, you will receive a generous 28 days' holiday plus bank holidays each year (pro-rated for part time staff).

## FLEXIBLE WORKING

As we work to tip the balance in favour of nature, we are keen to ensure that our employees have a healthy work life balance too. We are always ready to talk to staff about ways we may be able to support this. We encourage hybrid working and offer flexible working patterns.

## HEALTH AND WELLBEING

We offer enhanced sick pay above your statutory entitlement, based on your length of service. We offer annual flu vaccinations to keep you safe over the winter months. We also offer all employees access to our Employee Assistance Programme, which can offer support for all aspects of your health and wellbeing. We have recently gained our Foundation level accreditation with the WMCAs Thrive at Work scheme, which demonstrates our commitment to the wellbeing of our employees.

## LEARNING AND DEVELOPMENT

We ensure that wildlife has a habitat to thrive in and we do the same for our staff. We commit to ensuring that our employees have the skills, knowledge and experience they need in order to excel at their role. We recognise talent and actively support professional training.

# EQUAL OPPORTUNITIES

We are committed to ensuring transparent and non-discriminatory recruitment and employment. As a progressive charitable organisation, we champion equal opportunities and welcome applications from all sections of the community, regardless of any protected characteristic.

We provide interview questions to candidates in advance of their interview date to help them feel more at ease.

We are always looking at ways to increase the diversity of our organisation.

We are currently working towards becoming a Disability Confident employer.

# SAFEGUARDING

BBCWT is committed to safeguarding and promoting the welfare of everyone who comes into contact with us whether a child, young adult, adult, staff member or volunteer. Our recruitment processes reflect this commitment.

BBCWT values equality and diversity across our workforce and aims to ensure our staff community is reflective of the diversity of the Birmingham and Black Country community.

We are an equal opportunities employer and focus on talent, offering fair opportunities to all including ex-offenders. Criminal convictions will not automatically exclude someone from working with us; any previous convictions will be risk assessed depending on their nature and the position applied for.



**WE LOOK FORWARD TO  
RECEIVING YOUR APPLICATION**

