



**WORLD
LAND
TRUST**

Saving land
Saving species

APPLICATION PACK

Data Developer

Closing Date:

9am on Monday 01 September 2025



Who We Are

World Land Trust (WLT) is an international conservation charity that protects the world's most biologically significant and threatened habitats and species. Our mission is to help people across the world protect and restore their land to safeguard biodiversity and the climate. Working through a network of partner organisations around the world, WLT funds the creation of reserves and provides permanent protection for habitats and wildlife. Partnerships are developed with established and highly respected local organisations who engage support and commitment among the local community.

Our Values

At World Land Trust we are committed to inclusion and respect to our employees, those who support us, and those whom we support.

WLT will always approach every situation in a **positive** way to find and communicate solutions, operating and communicating with **honesty**, remaining **focused** on our mission, and working in a **supportive** way with our staff, partners and supporters.

We treat everyone with respect and have particular regard for the 'protected characteristics' under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We have a zero-tolerance policy towards discriminatory language or actions that could create a hostile environment and we do not accept behaviour that amounts to harassment, sexual harassment or exclusion of any individual.

**We're happy to talk flexible working,
from day one.**



DATA DEVELOPER

Job Description

Salary:	Starting salary £42,000–£45,000 pa
Hours:	Full-time (35 hours per week)
Contract:	Permanent
Proposed Start Date:	As soon as possible
Location:	Halesworth, Suffolk with opportunities for hybrid working (see Our Benefits)
Reporting to:	Head of Information, Governance and Technology
Member of:	Information, Governance and Technology team alongside: <ul style="list-style-type: none">• Technology Manager• CRM Manager

Summary:

The role of the Data Developer is to lead the design, development, and implementation of our organization's first enterprise data warehouse and reporting infrastructure. This is a greenfield opportunity to shape the data landscape from the ground up, enabling data-driven decision-making across the business.

The Data Developer is responsible for building robust ETL pipelines, integrating disparate systems, ensuring data quality, and delivering Power Platform solutions. This role will work cross-functionally with stakeholders across departments to automate data flows, define reporting use cases, and deliver scalable data solutions.

Main duties and responsibilities

- Data Warehouse Development: Design and implement a scalable data warehouse.
- ETL Pipeline Creation: Build and maintain efficient ETL processes to ingest, transform, and load data from multiple sources.

- System Integration: Integrate internal systems via the data warehouse to ensure consistency, accuracy, and accessibility of data.
- Robotic Process Automation: Leverage Power Automate to connect systems, automate data flows, and streamline business processes.
- Reporting & Analytics: Develop and maintain Power BI dashboards and reports that provide actionable insights to stakeholders.
- Stakeholder Collaboration: Work closely with business units to gather requirements, define KPIs, and prioritize reporting needs.
- Data Governance: Implement data quality checks, validation rules, and documentation to ensure data integrity and compliance.
- Automation: Identify opportunities and present solutions to automate manual data processes to improve operational efficiency.
- Technology Leadership: Contribute to the selection and implementation of data tools and platforms.
- Governance: Ensure adherence to Data Retention Policy and Data Protection legislation and procedures relating to the processing and storing of data.
- Undertake other activities as requested by the Line Manager, commensurate with skills, experience, pay level and role.

The postholder will be expected to actively engage with, and promote, our workplace Values which are: Focused, Honest, Positive and Supportive.

Person Specification

App We would like to see you give an example or otherwise evidence or explain how you meet this criteria in your CV or covering letter

Interview We may ask questions at interview about this criteria

- Degree in a related field, or equivalent experience (Essential/App)
- Proven experience in data engineering, data development, or a similar role (Essential/App/Interview)
- Strong SQL skills and experience with SQL Server (Essential/App/Interview)
- Experience building ETL pipelines (Essential/App/Interview)
- Proficiency in Power Platform Solutions for data visualization and process automation (Desirable/App/Interview)
- Solid understanding of data modelling, warehousing concepts, and best practices (Essential/App/Interview)
- Ability to work with structured and semi-structured data (Desirable/Interview)
- Experience working with APIs and integrating data from various systems (Desirable/Interview)

- Strong communication skills and ability to work collaboratively with non-technical stakeholders (Essential/Interview)
- Self-starter with the ability to help stakeholders manage multiple priorities in a small business or charity (Essential/Interview)
- Strong analytical thinking and attention to detail (Essential/Interview)
- Ability to troubleshoot data issues and propose effective solutions (Essential/Interview)
- Committed to continuous improvement and learning (Desirable/Interview)
- An understanding of, and interest in, the work of World Land Trust (Desirable/Interview)

How to Apply

Please upload both your CV and covering letter by **9am on Monday 01 September 2025** using the following link:

[Data Developer Application](#)

Your covering letter is an important part of your application. This is an opportunity for you to share with us why you are passionate about working for World Land Trust, why this role interests you, and for you to provide examples of how your skills and experience match the essential requirements shown in the person specification, making you a strong candidate. This role is UK based and all candidates are asked to confirm as part of their application their Right to Work status.

The covering letter should be no more than two pages and addressed to Matt, our Head of Information, Governance & Technology, and you will be able to either upload or add this text to your online application. We recognise that AI tools can be helpful for some people, however we encourage you to use your own voice to share examples of your experiences and skills within your application to ensure that your responses reflect what you can bring to the team as the unique individual that you are.

Thank you for your interest in World Land Trust and for your time in applying. If you have any questions not answered in this application pack, please email:

Jobs@worldlandtrust.org and Debby or Kizzy will get back to you as quickly as possible.

Shortlisted Candidates

We know how frustrating it is to not get an update about your application and therefore we will ensure that we let all applicants know whether they have been shortlisted for interview or not.

First interviews for shortlisted applicants will be held week commencing 08 September 2025 and will be held remotely via Teams.

Those applicants who are shortlisted for second interviews will be invited to attend our offices in Halesworth, Suffolk, on 23 or 24 September 2025 for a second interview.

Interviews

Interviews are an opportunity for us to better understand your skills and experience and how these might match those that we are looking for in our new team member. We will be asking you a number of questions, based on the job description and person specification, and we'll be looking for your responses to demonstrate your understanding along with examples that you bring from your own experience. All applicants will have an opportunity to ask questions of the panel at the end of the interview. The panel for first interviews will include Matt Brazier (Head of IGT), Emma Shearing (Technology Manager) and James Pearce (CRM Manager). The panel for second interviews will include Matt Brazier and Liz Stone, our Chief Operations Officer.

Our Benefits

- **Salary** – starting salary is £42,000-£45,000pa, subject to skills and experience meeting our requirements.
- **Hours of work** – Full-time, 35 hours per week
- **Flexible working opportunities** – we know that our staff value the opportunity to enjoy a healthy work-life balance and so we build flexibility into the way we work from day one, including opportunities for hybrid working. The majority of our full-time staff are working on a 9-day fortnight basis, with one day off every fortnight, and we have recruited staff from across the country by enabling hybrid working, subject to any specific role requirements. Please note that all employees as a minimum are required to attend face-to-face quarterly Staff Meetings in Suffolk along with monthly team meetings, and any additional meetings/planning days where we feel it's important to have that face-to-face interaction to build and maintain working relationships. Note that as this role is eligible for hybrid working and does not require a daily commute, travel to these meetings (approximately once per month as a minimum) is not eligible for travel expense reimbursement or any associated costs so please do ensure that this is feasible for you. We are flexible for the right candidate but would ideally like someone who can work a

minimum of once a week from our offices in Suffolk as part of the team to support the building of team relationships. This is a UK-based role.

- **Annual leave** – we offer 36 days' annual leave (including Bank Holidays), pro-rata for part-time hours, plus an additional discretionary day each year to volunteer for a charity or community organisation of your choice.
- **Group personal pension scheme** – investing in companies that can demonstrate positive application of Environmental, Social and Governance (ESG) criteria, which ensures that our pension scheme operates in line with our Values. We also offer Pension Salary Exchange as a way of making tax-efficient contributions into your workplace pension. Our pension is 3% employee and 5% employer contributions.
- **Group life assurance** – whilst we hope our staff live long and happy lives, we want to give some peace of mind and this benefit provides a lump sum payment of 4x salary.
- **Occupational sick pay** – we keep our benefits under review and recently introduced occupational sick pay for staff from day 1.
- **Wellbeing** – our staff wellbeing is important to us and so alongside a Wellbeing policy, supported by an Employee Assistance Programme which includes access to counselling and a wellbeing helpline, we have provided opportunities for staff – and managers – to attend inhouse training to support their own wellbeing and those of their teams.
- **Cycle to Work Scheme** – we're currently working with a not-for-profit scheme provider to give our staff the chance to purchase a bike (including e-bike options) through a salary exchange scheme, which means you save the tax and NI that you would pay if you bought the bike directly from your next (after tax) pay giving savings of up to 47%!
- **Inclusion** – we work hard to ensure that we provide a welcoming and supportive environment for all staff where they can be the best they can be; as part of this we share our Inclusion Passport with you shortly after joining. This means we start off with a conversation with our People Manager about what helps you to work best, feel included and be supported, which can encompass, for example, neurodiversity, religious practices, menopause, disability, and gender identity and expression.

- **Employee voice** – we know that there is always room to improve and so we work with a not-for-profit programme, 'Best Employers Eastern Region', to provide an annual, anonymised, employee engagement survey, using the results to guide our People Plan for the following year. We're proud of our staff participation rate (which reached 100% this year!) and the effort they make to share their thoughts with us, as well as our consistently high levels of staff engagement.
- **Learning and Development** – we support growth and development within role and this forms part of regular conversations with staff, brought together in our annual Performance and Development Review (PDR) which is reviewed regularly across the year to support staff with prioritisation, workload and wellbeing. Retaining expertise and providing opportunities is something that's important to us and we have seen a number of staff move into new roles within World Land Trust.

But that's not the end of it! We keep our benefits under review and look for new opportunities to improve the employee experience.

Conditions of Employment

To comply with the Immigration Asylum & Nationality Act 2006 and additional amendments, and UK Border Agency (UKBA) requirements, **all applicants will need to be eligible to work in the UK and will be required to be UK based as a condition of the offer of employment.** You will be asked to confirm your Right to Work status as part of your application and may be asked to provide evidence to support this. We are required to carry out a physical check of documents for the successful candidate and a link to complete this will be provided through TrustID.