



**WORLD
LAND
TRUST**

Saving land
Saving species



APPLICATION PACK

Technical Officer (Conservation GIS)

Closing Date: 9:00 am – Monday 02 Feb 2026

World Land Trust is a UK based conservation charity. Registered charity no. 1001291 | Limited company registered in England & Wales no. 2552942 Phone: +44 (0) 1986 874422 Email: info@worldlandtrust.org Website: Worldlandtrust.org
Registered office: Blyth House, Bridge Street, Halesworth, IP19 8AB, Suffolk, United Kingdom.

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 or exclusion of any individual.

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



TECHNICAL OFFICER

Job Description

Salary:	Full-time starting salary £25,500 – £26,800pa
Hours:	35 hours per week
Contract:	Permanent
Proposed Start Date:	As soon as possible subject to candidate's availability.
Location:	Hybrid / Halesworth Offices, Suffolk
Reporting to:	Senior Technical Officer
Working closely with:	Conservation Programmes team

Summary:

The role of the Technical Officer is to support the Conservation Programmes team in the expansion of its conservation work, working closely with the Senior Technical Officer and Director of Conservation for the development and monitoring of conservation projects and communication of the organisation's conservation impact.

Main duties and responsibilities

- Under the supervision of the Senior Technical Officer provide support to the design, analysis and monitoring of the organisation's conservation projects and key performance indicators.
- Undertake and update spatial mapping and data analyses under the direction of the Senior Technical Officer and Director of Conservation, to support ongoing and novel monitoring and to support WLT's partner organisations.
- Provide support to WLT's Communications team in producing online maps and materials for publications, and in developing innovative maps and analyses of conservation impact.
- 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

- (A) Application : we would like to see an example of how you meet this criterion in your application
- (I) Interview : we may ask questions at interview about this criterion

Formal Qualifications

- Educated to a degree or higher degree level in a relevant subject area or equivalent experience (essential)(A/I)

Experience and knowledge

- Excellent knowledge and experience in spatial analyses, including the use of spatial mapping software (ArcGIS, QGIS, Google Earth Engine) (essential) (A/I)
- Good working knowledge of Excel and other MS Office software (essential) (I)
- Proven experience and track record of spatial and statistical use of Program R and/or Python script (desirable) (A/I)
- Minimum of 12 months' experience working in the conservation and ecology sectors (desirable) (A/I)
- Knowledge and experience of relevant field techniques for biodiversity monitoring and ecological assessments such as carbon and forestry (desirable) (I)
- Knowledge of the establishment and design of long-term monitoring projects (desirable) (I)
- Knowledge of international biodiversity conservation (desirable) (I)

Abilities and skills

- Passionate about conservation and the work of World Land Trust (essential) (A/I)
- Imaginative on ways to produce compelling maps and imagery for communicating key messages in a clear and informative manner (essential) (A/I)
- Self-motivated and able to work collaboratively as part of a small team (essential) (I)
- Ability to work independently and deliver under time constraints (essential) (I)

- Culturally sensitive and able to work with a wide range of individuals (essential) (I)
- Able and willing to learn new skills and methodologies (essential) (I)
- Good communication skills including an ability to translate technical information to a diverse range of audiences (desirable) (A/I)

How to Apply

Please use the below link to log your details and upload both your CV and covering letter by 9:00am, Monday 02 February 2026.

<https://hr.breathehr.com/v/technical-officer-44666>

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, particularly those marked with 'A'.

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.

Your covering letter should be addressed to Leila, who is our Senior Technical Officer. The covering letter should be no more than two pages.

We would like to 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.

All candidates are asked to confirm in their covering letter if they require permission to work permanently in the UK. Please note that this role does not meet the minimum salary requirements for a Skilled Worker visa and so the successful applicant will need to be eligible to work in the UK.

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.

Interviews are expected to take place on Wednesday 11 and Thursday 12 February 2026.

Interviews will be carried out remotely through Teams. The interview will be 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 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 this vacancy will be Leila Pain, Senior Technical Officer and line manager, and Richard Cuthbert, Director of Conservation.

Our Benefits

- **Salary** – starting salary for this post is £25,500 – £26,800pa based on full-time hours, which are 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, with the majority of our full-time staff working on either a 9-day fortnight or 4½ day week compressed hours basis. Our core working days are Tuesday to Thursday with non-working days falling on either Mondays or Fridays.
- **Hybrid working** – we are open to conversations about hybrid working, between your home address and our offices in Suffolk, subject to any specific role requirements and you having a suitable home working space. We're ideally looking for someone to be able to come into the office on a regular basis as we think it's important to have time working face-to-face with colleagues outside of the immediate team to support collaboration and engagement, although our priority is on finding the best fit for our new team member and so there is some flexibility with this. Please note that all employees are required to attend face-to-face quarterly Staff Meetings (in Suffolk) and quarterly Team Meetings (in Suffolk or London). There may also be a requirement to attend additional meetings, planning days, or training where we feel it's important to have face-to-face interaction. For hybrid working arrangements, as there is no daily commute, any costs incurred for travel to quarterly Staff Meetings in Suffolk, including meetings at our offices,

will be at the employee's own expense with reasonable expenses paid for other meetings held away from our offices, in line with our travel policy.

- **Annual leave** – we offer 36 days' annual leave (including Bank Holidays) 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 about what helps you to work best, feel included and be supported, which can encompass neurodiversity, religious practices, or menopause, for example, as well as disability and gender reassignment.

- **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 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.

WLT collects, stores and processes personal information about prospective, current and former staff including applicants, employees (and former employees) and workers to manage the employment relationship. We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations. A copy of our Privacy Notice can be found on our website Vacancies page [Vacancies at World Land Trust](#) under Transparency.

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.** If we feel your application meets the criteria for this role, we will ask to see a copy of an appropriate official document as set out in the UKBA guidelines and we are required to carry out a further online check of documents for the successful candidate, which we will do via TrustID. Do not send anything now, further information will be sent to you should you be invited to interview.

The successful applicant will be required to provide two referees, one of which should be their current employer or most recent employer, and satisfactory references are a condition of employment. Details of referees would be requested on acceptance of an offer of employment.

All contracts are subject to a six-month probationary period.