



Job Description

Monitoring Officer (Black-tailed Godwits)

Grade: 6

Directorate: Welney, Operations

Location: Welney

Reporting to: Site Manager

Main function of post:

Responsible for the collection of monitoring data for Black-tailed godwits at WWT Welney. You will conduct fieldwork to help find Black-tailed godwit nests, determine return rates, breeding success, and reasons for breeding failure for this population of Black-tailed godwits. Working in the field you will be responsible for the setup, deployment and maintaining of nest cameras and temperature data loggers along with ensuring the successful safe retrieval and storage of data. You will also be required to assist the reserve team with breeding bird surveys, predator monitoring and nest protection fences.

Supervisory responsibilities: Volunteers.

Responsibilities of the post

Monitoring tasks include:

- To be responsible for implementing a programme of data gathering for Black-tailed godwits at WWT Welney, mostly unaccompanied and with minimal supervision. This is likely to include:
 - Conducting standardised monitoring
 - Colour ring reading of returning birds
 - Locating and monitoring Black-tailed godwit nests
 - Overseeing the setup, deployment and maintenance of data loggers and nest cameras
 - Assisting with catching and ringing of chicks, under supervision/license
 - Monitoring the distribution and abundance of known predators of Black-tailed godwits
 - Habitat mapping
 - Production of end of season report
- Developing and maintain good working relationships through frequent communication with local stakeholders, reserve site teams, partner NGO's, statutory agencies and volunteer data-gatherers.
- Storing collected data systematically and entering it into spreadsheets/databases in an organised and timely fashion.
- To support the delivery of the Black-tailed Godwit National Action Plan as requested.
- To support the work of the Operation and Wetland Conservation Directorates, by participating in project development, knowledge-sharing and team-building, as requested.

- To have due regard for health and safety issues, including ensuring that all work is covered by an adequate risk assessment and that a lone-working system is in place and always adhered to.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisors shown above, from time to time.

Date raised:

Amended: February 2026

Person Specification

1. Qualifications

Essential:

- Good basic education to a minimum of A Level standard or equivalent experience.
- Full UK driving license.

Desirable:

- Further degree in a relevant discipline
- Bird ringing license with wader chick ringing endorsement
- Four-wheel drive certification
- Brushcutter certification
- Nest monitoring and knowledge of wading birds

2. Experience

Essential:

- Specialist ornithological fieldwork, such as nest-finding, the set up and maintenance of nest camera and data loggers, wild bird capture, handling and ringing, wildlife telemetry.
- Experience of conducting ornithological fieldwork, including the use of optics (binoculars and telescopes), and reading of colour-marks.
- Experience of rigorous data collection and storage, in both a field and office setting.
- Computer skills with good working knowledge of MS Word, Excel and Outlook.
- Experience of independently planning and managing a day-to-day work programme efficiently and effectively
- Persevering with fieldwork for substantial periods in challenging conditions and with limited support

Desirable:

- Experience of operating four-wheel drive vehicles off road.

3. Managerial & Supervisory

Essential:

- An enthusiastic team worker who displays a willingness to collaborate and openly share information with colleagues in a regular and timely manner.

Type of staff	Number managed	Number supervised
Employed Staff	0	0
Volunteers/Students	0	Up to 3
Contractors/Consultants	0	0

4. Responsibility

Essential:

- Ability to conduct fieldwork independently, including overcoming logistical and practical challenges.
- Ability to time manage a complex workload and help the project to achieve its objectives.
- Ability to develop and manage databases/spreadsheets and enter data in a rigorous and timely fashion.
- Ability to manage own time efficiently.
- Ability to work independently in the field with appropriate attention to health and safety regulations.
- Ability to work independently and with professional competence, including fieldwork away from home and in isolated conditions.
- Ability to manage equipment and resources efficiently.
- To be responsible for providing technical expertise as part of project teams.
- Ability to follow COSHH, health and safety, lone working and other regulatory procedures.

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (exc. payroll)	£500
Cash Handling	£500
Assets (required for job, exc. buildings)	£5,000
Visitors (per annum)	n/a

5. Creative Ability

Essential:

- Ability to bring a creative approach to problem solving, finding practical solutions.
- Implement an agreed research programme independently in the field and office.
- An ability and resilience to work under pressure and adapt to rapidly changing circumstances.
- Ability to deliver agreed priorities, independent of day-to-day supervision and sometimes away from HQ. Overcome technical and practical problems in the collection of scientific data.

6. Contact

Essential:

- Excellent communication skills in English; both verbally and in writing.
- Excellent interpersonal skills with the ability to communicate with a wide range of audiences and maintain effective relationships with colleagues and partners.

General Notes

This is a full-time position for a fixed period of six months. During the fieldwork season, this position will require working on some weekends and bank holidays and working outside of normal hours. Considerable flexibility will be required during the fieldwork season. All over time will be reimbursed through TOIL (time off in lieu)

A full, current UK driving license is essential as travel around the site and between nearby sites, will be a requirement of the post, as is a willingness to independently use 4WD vehicles on off-road terrain (training provided if necessary).