



Groundwork Cheshire, Lancashire & Merseyside.

## RECRUITMENT PACK

# CHESHIRE MERES AND MOSSES PROJECT MANAGER

**CLOSING DATE: Midnight 14<sup>th</sup> June 2026**

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Groundwork Cheshire, Lancashire and Merseyside  
Charity Registration number 514727  
74-80 Hallgate, Wigan, WN1 1HP  
[www.groundwork.org.uk](http://www.groundwork.org.uk)  
T: 01942 821 444 | E: [recruitment@groundwork.org.uk](mailto:recruitment@groundwork.org.uk)



## Are you ready to be part of something extraordinary?

At Groundwork, we're not just a charity – we're a movement for positive change, and we are delighted that you are interested in joining us.

Groundwork was created in the early 1980s, during a time of social and economic crisis. The world may have changed a great deal since then, but our purpose and our work has never been more relevant, as we continue to provide a beacon of hope during times of uncertainty.

Making a difference isn't just our goal, it's the very the reason we exist. Imagine helping people who have become isolated to regain their confidence and get into jobs and training, or supporting families struggling with rising bills, or empowering communities to tackle climate change head-on. That's what we do at Groundwork. We are changing places and changing lives – every day.

But we can't do it alone. We need passionate individuals who share our values and our commitment to positive change. We are committed to diversity and we also believe that people with lived experience of the challenges facing the communities we serve are part of the solution. So, whether you're just starting out in your career, or looking to take your next step, we want to hear from you.

Join our growing team, where collaboration, learning, and personal growth are not just encouraged – they're celebrated. With excellent working conditions and an inclusive and supportive environment, Groundwork is more than a job; it's a journey of development, discovery and impact.

I hope this insight into Groundwork makes you excited about the opportunity to work with us and becoming part of something truly special.



Andrew Darron, Executive Director



# ABOUT GROUNDWORK CHESHIRE, LANCASHIRE AND MERSEYSIDE



Groundwork is a charity working locally and nationally to transform lives in the UK's most disadvantaged communities.

Groundwork Cheshire, Lancashire and Merseyside is one of 15 Groundwork Trusts across England, Wales and Northern Ireland. Last year we carried out over 70 diverse projects each year. Projects that tackle climate change and help people out of fuel poverty. Projects that bring out the best in young people by helping them to improve their local area. Projects that build stronger communities by improving green space or creating jobs.

Last year, this contributed to the following outputs and outcomes.

- ✓ **More than 1900 community organisations and businesses supported**
- ✓ **Over 3,700 young people supported to learn and achieve**
- ✓ **Around 800 volunteers engaged**
- ✓ **Over 110,000 m<sup>2</sup> of land either improved or managed and over 1500 trees planted**
- ✓ **Over 250,000 benefitting from public spaces we've improved**
- ✓ **1,600 people helped to reduce domestic energy use, water use & waste sent to landfill**



# WHAT IS IMPORTANT TO US



## VALUES

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Our values inform what we do and how we do it.

We are environmentally aware and focused on communities in need.

We are knowledgeable, compassionate and work with integrity.

We provide leadership, are professional in our performance and driven to make a positive impact.

### PROFESSIONAL

We are professional in our performance.

- hard working, efficient & effective
- ensuring all of our resources are used to maximise the impact of our work.

### LEADERSHIP

We provide leadership and positive energy focused on helping communities to develop solutions.

### INTEGRITY

We demonstrate the highest levels of integrity within our work.

- striving to build genuine partnerships that are committed to places for the long term.

### MAKING AN IMPACT

We are driven to make a difference to our communities.

- we effect genuine change and we can demonstrate the impact of our work

### COMPASSION

We take a person-centred approach that delivers compassionate support to those members of our community in need of our help.

### KNOWLEDGE

We are knowledgeable in our field of expertise and use our creativity to develop new and innovative approaches to tackling difficult community problems.



## EQUALITY AND DIVERSITY

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We are fully committed to eliminating discrimination and promoting equality and diversity in our workforce and employment practices, in the work we undertake, and in the provision of all our services.

We value diversity and flexibility in our workforce as we think it gives us access to a wider range of skills. This means that decisions concerning recruitment, promotion or any other aspect of employment will be based on the needs of the organisation and not any assumptions based on sex, race, age, disability, gender reassignment, sexual orientation, married or civil partnership status, pregnancy or maternity, religion or belief (these are known as 'protected characteristics').



## SAFEGUARDING

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We commit to doing everything we can to ensure the safety of those involved in our projects, programmes and services. Our safeguarding team ensures that our safeguarding policy and practices are rigorously implemented and continually reviewed and improved. Safeguarding is embedded in our organisational culture.

We ask all staff to undertake safeguarding training when they join us.



## SUSTAINABILITY

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We are committed to minimising its environmental impact and promoting positive environmental behaviour among its employees, service users, suppliers and partners. Our environmental policy sets out how we will manage our assets and activities in a way that's consistent with our values and demonstrates our commitment.

The policy relates to all areas of our work and contains responsibilities for all employees.






# RECRUITMENT PROCESS

**CLOSING DATE: Midnight 14<sup>th</sup> June 2026**

To apply for this position, please complete the online application form via the relevant vacancy listing available on our website which can be found here:

<https://groundwork.org.uk/about-groundwork/careers-across-groundwork>

Please complete the following before the closing date:

-  **Completed Application Form**  
Demonstrating how your knowledge, skills, experience and values meet the requirements of the role in line with the person specification.  
Note: Your name and any information that could be used to identify your age, gender or ethnicity will be removed by our HR team before shortlisting
-  **Signed GDPR Statement acknowledgment**  
This document will be removed by our HR team prior to shortlisting\*
-  **Completed Equal Opportunities Monitoring Form**  
This document will be removed by our HR team prior to shortlisting\*
-  **Completed Declaration of Convictions Form**  
This document will be removed by our HR team prior to shortlisting\*
-  **Completed Referees Form**  
This document will be removed by our HR team prior to shortlisting\*.  
This should contain contact details of 2 referees, one of which should be your most recent employer if you have one. Please note referees will not be contacted unless you are successful at interview stage.

\*Groundwork Cheshire, Lancashire and Merseyside collects this data to help ensure that there is no discrimination in employment practice with regards to appointment, access to training, and promotion. This is a condition of the GDPR under which processing of sensitive data can take place.

## INTERVIEWS

You will be contacted shortly after the closing date with an update on the status of your application.

Interviews will take place in-person in Wigan on week commencing 22<sup>nd</sup> June.

# Cheshire Meres & Mosses Project Manager

## £35,268 - £38,826



**Help shape the future of one of Cheshire's most important natural landscapes.**

Groundwork's work connecting people with nature stretches back over 40 years and remains at the heart of the Charity's mission.

As a founding member of the Lindow Moss Landscape Partnership we have led on securing resources to take the Partnership's vision forward. Following a two-year period of baselining and community engagement we are now looking for a Project Manager to take this work into the next phase and deliver a focused landowner engagement programme promoting positive land management change.

Beyond Lindow Moss the Project Manager will connect to wider Groundwork and community led projects, focusing on the Meres and Mosses across Cheshire, including supporting the newly formed Tatton Meres Partnership in Knutsford to improve the status of Tatton Meres Site of Special Scientific Interest and Ramsar site, which has secured an initial £500k seed funding.

The Cheshire Meres & Mosses Project Manager role is a unique opportunity to lead landscape scale nature recovery across some of Cheshire's most important wetlands, including Lindow Moss and the Tatton Meres. Combining strategic leadership, environmental restoration and community engagement, the role will drive ambitious projects focused on biodiversity recovery, peatland restoration, carbon capture and sustainable land management.

Working closely with landowners, environmental partners, local authorities and communities, the successful candidate will play a central role in shaping and delivering long-term plans that balance the needs of nature, climate and people. From securing investment and developing innovative funding opportunities to overseeing habitat restoration, community programmes and partnership initiatives, the role offers the chance to make a visible and lasting impact across the region.

For more information about Groundwork see [www.groundwork.org.uk](http://www.groundwork.org.uk) and to view a copy of the Lindow Moss 10-year plan see <https://indd.adobe.com/view/dba7ed6b-ab96-427f-b6f7-85b442afed5f>

### What we will offer you

- > 25 days holiday entitlement increasing with length of service, plus public holidays
- > Flexible working arrangements, depending on the needs of the role
- > Enhanced employer pension contribution (6%) increasing further with length of service
- > Cycle to Work salary sacrifice scheme
- > Employee Assistance Programme
- > Death in Service Benefit





# JOB DESCRIPTION

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## Cheshire Meres & Mosses Project Manager

<b>Salary:</b>	£35,268 - £38,826
<b>Hours of work:</b>	Full time - 36.25 hours per week
<b>Pattern of work:</b>	Monday to Friday 9:00am to 5:00pm, (includes 45 mins for unpaid lunch break). Flexible start and finish times to be agreed with line manager. Occasional evening and weekend work to meet project needs related to volunteer task days and public events
<b>Location:</b>	Lindow Moss, Wilmslow, Cheshire with hybrid working from home or Groundwork offices, with travel across various project sites as required.
<b>Term:</b>	Permanent
<b>Responsible to:</b>	Senior Programme Manager – Nature Recovery
<b>Responsible for:</b>	Lindow Moss Project Officer Other staff, volunteers and contractors as required

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## MAIN DUTIES & RESPONSIBILITIES

### Strategic Leadership:

- Work closely with project Boards and/or Steering Groups and Senior Programme Manager: Nature Recovery to develop and implement long term plans for the Lindow Moss Landscape Character Area, Tatton Meres and other sites in Cheshire.
- Build strong relationships with key stakeholders and advocate for investment in the Meres and Mosses of Cheshire.

### Landowner Engagement and Funding:

- Engage with private landowners proactively within Lindow Moss promoting the financial benefits of land management change using identified green finance and grant funding opportunities.
- Collaborate with partners to identify and develop further funding opportunities to support the vision of these projects.
- Support the development and activities of the "Friends" groups to engage the local communities.

### Project Management:

- Oversee the projects' various workstreams, including cultural heritage, nature recovery, carbon capture, well-being, skills development, and community engagement.
- Ensure the successful implementation of Lindow's 10-year plan, aimed at achieving a 'landscape in recovery' for nature, the climate, and people.
- Provide financial management for the project including managing multiple income streams.



- Management of staff ensuring good supervision and appraisal, providing direction, support and guidance ensuring development plans are in place in line with the role and available resources.
- Appoint and manage appropriate consultants to achieve research and mapping requirements of the project.
- Establish and maintain a programme of engagement with landowners securing their involvement with the project.

#### **Environmental Conservation:**

- Lead the necessary preparatory studies, including biodiversity baseline assessments and peat deposit analysis ensuring a scientific basis for activities delivered by the project.
- Manage the development of guided footpaths, conservation projects, and event programmes.

#### **Community Engagement:**

- Foster community involvement in shaping and governing the project's direction.
- Manage the creation of a diverse and engaging social action programme appealing to a wide range of people and recognising their role in its delivery.
- Manage the promotion of opportunities to engage with the project through local partners and via social media channels.

#### **Impact and Evaluation:**

- Report to the project Steering Groups and funders on the progress of the project;
- Maintain a sharable database of project information.
- Deliver external communications strategy.
- Lead on programme evaluation.

We anticipate that 80%+ of the postholder's time will relate to project work with Lindow Moss.



# Person Specification

(requirements of the job holder)

## Assessment Method Key -

A (application form), I (interview), P (presentation), E (exercise), R (role play)

	Essential (E)	Desirable (D)	Assessment Method
<b>Experience</b>			
Experience of working in multi-agency programmes and reporting to, and aligning activity with, multiple partners	✓		I / P
Experience of leading, large scale, natural environment projects and delivering to time and budget	✓		I
Experience of peat restoration projects		✓	A
Experience of reporting to funders; submitting grant claims and progress reports		✓	A
Experience of working on heritage-sensitive projects		✓	A / I
<b>Knowledge</b>			
Knowledge of environmental regeneration and nature recovery practices	✓		A / I
Knowledge of community development and engagement methodologies	✓		A / I
Knowledge of green finance models and funding opportunities linked to nature recovery		✓	A / I
Familiarity with the reporting requirements of lottery and UK Government (or EU) funding streams		✓	A / I

	Essential (E)	Desirable (D)	Assessment Method
<b>Skills and Abilities</b>			
Diplomatic and tactful in dealing with landowners, community members and partner agencies; able to influence others where no line management exists	✓		A / I
Ability to inspire and motivate teams (including volunteers) effectively	✓		A / I
Able to operate effectively and credibly at a senior level across a range of stakeholders including; funders, councils, partner agencies, universities & museums, communities and local landowners	✓		A / I
Computer literate including email, internet and Microsoft applications; specifically, word, excel and PowerPoint.	✓		A
Good written and verbal presentational skills	✓		A / I
Proficient with mapping software (e.g. ArcGIS)		✓	A
<b>Education, Training &amp; Qualifications</b>			
Degree or equivalent in a relevant discipline		✓	A
Project Management qualification		✓	A
Community development qualification		✓	A
Health and Safety qualification		✓	A
<b>Personal Qualities and Commitments</b>			
A commitment to understand and follow all GCLM Core Policies in all work practices, including Equality & Diversity principles.	✓		I

A demonstrable commitment to the aims and objectives of Groundwork, ensuring awareness of the up to date Mission and Vision Statements.	✓		I
Willingness to support the service team out of hours, including evenings and weekends, as and when required.	✓		I
Willingness to attend departmental/trust meetings/training events as and when required.	✓		I
Full driving licence and access to a vehicle insured for business use	✓		A / I

Note to applicant:

Should you have any questions about the assessment methods, please don't hesitate to contact HR on 01942 821444 who will be happy to answer any questions and/or address any specific requirements or reasonable adjustments.

Groundwork Cheshire, Lancashire and Merseyside strive to have a diverse and inclusive workforce that is representative of the communities we serve. We want you to be yourself at Groundwork and we value everything that makes you unique. We recognise and celebrate your difference and together we make Groundwork a special and great place to work.

As a Disability Committed employer we offer a guaranteed interview to applicants with a disability who meet the essential criteria for the role.

At Groundwork we ensure that we provide a safe environment for adults, children and young people to take part in any activity or service that we organise. We are committed to creating a culture that promotes safeguarding and the welfare of all children, young people and adults at risk. Our safer recruitment practices support this by ensuring that there is a consistent and comprehensive process of obtaining, collating, analysing and evaluating information from and about candidates to ensure that all the people we appoint are suitable to work with our children, young people and adults.

We are proud to demonstrate our commitment to fair pay by ensuring that every employee within our organisation receives at least the Real Living Wage. This pledge reflects our belief that work should provide not only financial stability but also dignity and respect. By paying the Real Living Wage, we aim to support our team's wellbeing and contribute to a more equitable society.

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# >> How to apply

## Interested?

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Please submit your application form before the closing date.

If you have any queries, please contact us:

**Email:** [recruitment@groundwork.org.uk](mailto:recruitment@groundwork.org.uk)

**Tel:** 01942 821 444

**CLOSING DATE FOR APPLICATIONS: Midnight 14<sup>th</sup> June 2026**



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