



Job Description

Job Title:	Poaching Prevention Officer
Accountable To:	Head of Game and Gundogs
Team:	Operations – Land Management
Location:	Home based

Our Vision

All BASC employees are expected to contribute to our vision:

To ensure a guaranteed future for sustainable shooting sports in all their diversity as a widely enjoyed and important part of the environment, economy and culture.

Our Values

Our vision is supported by a set of core values which are being developed with our employees. The core values will define the standards and behaviours which are expected of all employees and all employees will be expected to work within the spirit of them.

Job Purpose

BASC actively works to tackle poaching and rural crime with the Head of Game and Gundogs acting as the Plan Owner and Chair of the National Poaching Priority Delivery Group. The role of the Poaching Prevention Officer is to help further develop and deliver this work. It is on an initial 12 months basis with the possibility of extension.

Principal Accountabilities

1. Provide an informed and specialist point of contact for relevant stakeholders, BASC members, the wider shooting and rural communities and BASC staff in relation to the prevention of poaching and associated rural crimes.
2. As a positive ambassador, attending and represent BASC at liaison groups and other forums as required and as appropriate to job role.
3. Develop and deliver work areas on relevant issues, for example training and awareness raising of poaching issues with police officers.
4. Respond to members' enquiries relevant to the role.
5. Attend and organise relevant aspects of the team's presence at selected events.
6. Contribute to the formulation of policy and responses to government consultations, as appropriate.

7. Provide copy for the BASC web site, other electronic communication in house magazines and wider press as and when required.
8. Undertaking other tasks and projects as reasonably directed by the Head of Game and Gundogs.

Dimensions and Limits of Authority

- The post is for fixed term of 12 Months with the possibility for extension.
- Flexible location within the country and region.
- The position will involve travel throughout UK therefore the post holder is required to hold a current clean driving licence and have recent driving experience.
- Working hours are two days a week to be decided in consultation with Head of Game and Gundogs
- There may be occasions when the post holder works additional hours, in which case any significant hours worked above 15 will be allowed as time off in lieu, subject to approval by their line manager.
- Salary will be pro-rata within the current range applicable for the role, dependent upon experience, and will be augmented by pension and other benefits associated with a progressive organisation.

General requirements

- Work diligently within the best of your ability to ensure you meet the requirements of your job description
- Always seek to continuously improve so that the highest quality standards are achieved
- Participate in internal/external meetings and training as required
- Positively participate in one to ones and appraisals
- Ensure that all relevant policies, procedures and working practices are adhered to at all times
- Work in accordance with the Association's culture, values, aims and objectives
- Act as a positive ambassador for the Association at all times when dealing with members or representing the Association in other ways
- Positively contribute to the Association's team working environment, taking ownership of issues and supporting colleagues where appropriate
- Be flexible and willing to undertake any other duties that may be reasonably be required

NB: This job description forms part of the contract of employment of the post holder. It reflects the position at the present time only, and may be changed at management's discretion in the future. As a general term of employment, BASC may affect any necessary change in job content, or may require the post holder to undertake other duties, in consultation with the employee, provided that such changes are appropriate to the employee's remuneration and status.

I confirm that I have read and agree to carry out the duties and responsibilities contained in this job description.

Job Holder:

Name (Please print): _____

Signed: _____ Date: _____

Line Manager – I agree this job description is an accurate reflection of the duties and responsibilities of the role:

Name (Please print): _____

Signed: _____ Date: _____



Person Specification

Job Title: Poaching Prevention Officer		
Criteria	Essential or Desirable	Method of Identification
Qualifications		
Good standard of education	Essential	Application
Professional Qualification	Desirable	Application
Proven Experience		
Knowledge and experience of the intelligence and enforcement services	Essential	Application
Experience of working with partners and/or volunteers and maintaining good communication and motivation	Essential	Application/interview
Experience of public speaking	Desirable	Application/interview
Experience of providing a high standard of service to customers	Essential	Application/interview
Knowledge, Skills and Abilities		
Understanding of the policing of poaching, rural and wildlife crime	Essential	Interview
Outstanding customer service skills	Desirable	Interview
Professional and friendly approach	Essential	Interview
Passionate about combating poaching and rural crime	Essential	Interview
Time management, able to prioritise and achieve deadlines	Essential	Interview
Good communication and customer service skills – comfortable communicating complex and sensitive information to members and others.	Essential	Interview
Problem solving skills – able to work on own initiative	Essential	Interview

Excellent planning and organising skills	Essential	Interview
Able to work effectively under pressure	Essential	Interview
IT and web literate	Essential	Interview
Aptitude for developing partnerships and partnership working	Essential	Interview
Empathy with the shooting, game keeping and wider rural communities.	Essential	Interview
Other Attributes		
Excellent team player	Essential	Interview
Able to work flexibly	Essential	Interview
Enthusiastic and approachable	Essential	Interview
Able to work positively within the spirit of BASC's vision and core values	Essential	Interview