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## Y Gymdeithas **Tirweddau Cenedlaethol** **Disgrifiad o'r Rôl**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                    |
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| <b>Teitl</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Swyddog Data a Thystiolaeth - Cysylltiadau Tirwedd Gŵyr                                                                                                                                                                            |
| <b>Cyflog</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | £34,225 pro rata                                                                                                                                                                                                                   |
| <b>Oriau ac amodau</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Cyfnod penodol, 16 mis<br>Rhan-amser neu amser llawn yn agored i drafodaeth                                                                                                                                                        |
| <b>Lleoliad</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Gweithio gartref gyda rhywfaint o deithio                                                                                                                                                                                          |
| <b>Yn atebol i</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Prif Weithredwr y Gymdeithas Tirweddau Cenedlaethol/Swyddog Datblygu Gŵyr                                                                                                                                                          |
| <b>Cysylltiadau allweddol</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Aelodau tîm Tirweddau Cenedlaethol<br>Prif Weithredwr y Gymdeithas Tirweddau Cenedlaethol<br>Tîm staff y Gymdeithas Tirweddau Cenedlaethol<br>Tîm y Bartneriaeth Tirweddau Gwarchodedig<br>Swyddogion Llywodraeth y Deyrnas Unedig |
| <p><b>Pwy rydym yn ei geisio</b></p> <p>Bydd gennych gymhelliad i gynhyrchu a defnyddio data a thystiolaeth i helpu Tirweddau Cenedlaethol i fynd i'r afael â'r argyfyngau hinsawdd a natur, ar yr un pryd â chynnal nodweddion arbennig eu tirweddau. Gyda phrofiad o ddadansoddi data, gweithio'n ofodol gyda System Gwybodaeth Ddaearyddol (GIS), a hanes o gydweithio, byddwch yn wych am ffurfio perthnasoedd cadarnhaol, sy'n caniatáu i chi gynhyrchu'r sylfaen dystiolaeth sy'n angenrheidiol i gefnogi camau gweithredu wedi'u targedu ar raddfa tirwedd.</p> <p>Byddwch wedi'ch lleoli yn y Gymdeithas Tirweddau Cenedlaethol, gan weithio'n bennaf gyda phrosiect Cysylltiadau Tirwedd Gŵyr, ond byddwch hefyd yn gweithio'n agos gyda chydweithwyr yn y sefydliad ac aelodau tîm Tirweddau Cenedlaethol yng Nghymru a Lloegr.</p> |                                                                                                                                                                                                                                    |
| <p><b>Diben</b></p> <p>Mae gan Tirweddau Cenedlaethol (Ardaloedd o Harddwch Naturiol Eithriadol gynt) rôl arwyddocaol i'w chwarae wrth fynd i'r afael â heriau deuol yr argyfyngau Natur a Hinsawdd yng Nghymru a Lloegr. Mae angen i ddulliau o fynd i'r afael â'r rhain, a helpu'r Deyrnas Unedig i gyflawni ei rhwymedigaethau cenedlaethol a rhyngwladol, gael eu seilio ar dystiolaeth i wneud y mwyafrif o gyllid cyfyngedig. Daw tystiolaeth o ystod eang o ffynonellau, gan gynnwys data am gynefinoedd a rhywogaethau, yr hinsawdd a chyfalaf naturiol, ynghyd â</p>                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                    |

data economaidd-gymdeithasol. Ceir gofyniad cynyddol am ddealltwriaeth ofodol o'r data, hefyd.

Yn y rôl hon, byddwch yn gweithio'n bennaf ar brosiect Cysylltiadau Tirweddau Gŵyr. Byddwch hefyd yn cefnogi anghenion data a mapio canolog y Gymdeithas Tirweddau Cenedlaethol ac yn rhoi rhywfaint o gymorth i gam nesaf gwaith y tîm Atebion ar Sail Natur.

Byddwch yn ganolog i ddatblygu'r systemau angenrheidiol, yn seiliedig ar rywfaint o waith cychwynnol, eu curadu a'u cynnal a'u cadw, a chefnogi anghenion data a thystiolaeth y sefydliad, rhaglenni cysylltiedig a Thirweddau Cenedlaethol unigol. Mae rhywfaint o'r gwaith hwn yn debygol o gynnwys gweithio gydag ymgynghorwyr allanol.

### Prif gyfrifoldebau

- **Gŵyr** – Casglu data ecolegol, gofodol, ac economaidd-gymdeithasol a darparu cymorth, dadansoddi data a mapio i lywio cynlluniau rheoli cynefin. Creu mapiau manwl a dadansoddiadau gofodol o ardaloedd y prosiect, gan amlygu cynefinoedd, bygythiadau, a chyflleoedd allweddol. Cynorthwyo Swyddog Datblygu Gŵyr i sicrhau bod gweithgareddau'r prosiect yn cael eu hysgogi gan ddata, wedi'u cydlynu'n dda, ac yn cyd-fynd â'i amcanion cadwraeth.
- Cynorthwyo'r [Gymdeithas Tirweddau Cenedlaethol](#) – Curadu ac esblygu system GIS ganolog (sef dangosfwrdd adfer natur a hinsawdd ar hyn o bryd). Cefnogi'r Gymdeithas Tirweddau Cenedlaethol a Thirweddau Cenedlaethol unigol gyda data, tystiolaeth a mapio, fel y bo angen. Curadu data trwyddedig y Gymdeithas Tirweddau Cenedlaethol (sef, ar hyn o bryd, Gorchudd Tir y Ganolfan Ecoleg a Hydroleg (CEH), Gwrychoedd CEH; carbon pridd Cranfield) a sicrhau bod setiau data'n gyfredol.
- **Atebion ar Sail Natur** – Datblygu system ofodol ar gyfer cydgrynhoi tystiolaeth berthnasol er mwyn cefnogi a thargedu gwaith i ddatblygu tri chais am brosiectau Cysylltiad Tirwedd i Gronfa Treftadaeth y Loteri Genedlaethol (NLHF). Fe allai'r system hon gael ei defnyddio wedi hynny i gefnogi cynigion Tirweddau Cenedlaethol am gyllid yn y dyfodol a chefnogi gwaith y tîm Atebion ar Sail Natur nad yw'n ymwneud â'r NLHF. Cynorthwyo'r tîm ag anghenion tystiolaeth a data eraill, fel y bo angen, er enghraifft monitro'r incwm a gynhyrchir o '[Eich Partner Naturiol](#)'.

### Manyleb yr unigolyn

Rydym yn croesawu ymgeiswyr o ystod eang o gefndiroedd a phrofiadau, ac rydym yn arbennig o awyddus i glywed gan unigolion sy'n frwd ynghylch mynd i'r afael â heriau deul y newid yn yr hinsawdd ac adfer natur. Byddwch yn rhywun sy'n ffynnu trwy gydweithio – sy'n gallu ffurfio perthnasoedd cryf a chadarnhaol gydag amrywiaeth o randdeiliaid a phartneriaid, ac sy'n hyderus wrth weithio ar draws gwahanol sectorau a chymunedau i gyflawni canlyniadau a rennir. Byddwch yn gyfforddus wrth drin materion cymhleth ac uno pobl o amgylch nodau cyffredin. Byddwch yn dangos eich bod yn deall amcanion Prosiect Cysylltiadau Tirwedd Gŵyr, yn uniaethu â nhw ac y byddwch yn ymrwymo iddynt.

Mae'r rôl yn gofyn am rywun strategol ac ymarferol – sydd yr un mor gyfforddus yn gweithio gyda thystiolaeth fanwl ag ydyw'n ffurfio darlun mawr. Byddwch yn gyfathrebwr cryf, sy'n gallu cyflwyno gwybodaeth yn glir yn ysgrifenedig ac wyneb yn wyneb, a throsi syniadau'n weithredoedd cymhellol. Byddwch yn dangos ethos tîm, agwedd hyblyg a rhagweithiol, ac

ymrwymiad i'ch dysgu a'ch datblygiad eich hun. Os ydych yn cael eich ysgogi gan greu newid cadarnhaol a chyfrannu at waith ystyrlon ar raddfa tirwedd, byddem yn falch o glywed gennych.

### Hanfodol

1. Gwybodaeth a phrofiad dangosadwy o gyrchu, trin a dadansoddi data, ystadegol a gofodol, i ffurfio'r sail i waith polisi neu gyflawni a arweinir gan dystiolaeth.
2. Sgiliau dadansoddol rhagorol, gan gynnwys y gallu i grynhoi ystod eang o safbwyntiau'n gywir a gallu adnabod a chyfleu materion allweddol yn gyflym o ystod o ffynonellau gwybodaeth.
3. Sgiliau cyfathrebu a chyflwyno cryf, yn ysgrifenedig ac ar lafar, gyda phrofiad o gyfleu materion cymhleth i gynulleidfaoedd amrywiol.
4. Dealltwriaeth o'r amgylchedd naturiol, cyfiawnder cymdeithasol ac amgylcheddol, cynhwysiant, a chydaddoldeb, ac ymrwymiad iddynt.
5. Sgiliau rhyngbersonol cryf a'r gallu i gymryd cyfrifoldeb am reoli perthnasoedd â phartneriaid allweddol, rhanddeiliaid, cyllidwyr a llunwyr polisïau.
6. Gallu gweithio mewn tîm bach yn ogystal â gweithio'n annibynnol, gan ddefnyddio'ch menter a datblygu syniadau.
7. Hwyluso a chydweithio effeithiol, gan ddefnyddio technoleg ac offer perthnasol, ar-lein ac wyneb yn wyneb.
8. Gallu blaenoriaethu gwaith a gweithio yn unol â therfynau amser tynn.

Os bydd llawer o geisiadau, cynhelir sifft gychwynnol ar sail y ddau faen prawf hanfodol cyntaf.

### Dymunol

- Gwybodaeth am lunio polisïau, gwleidyddiaeth a'r amgylchedd y mae Tirweddau Dynodedig/Gwarchodedig, Cyfoeth Naturiol Cymru, Natural England a Defra yn gweithredu ynddo.
- Profiad o weithio mewn clymbleidiau neu rwydweithiau a/neu gyda nhw.

### Y Broses Ddethol

Mae'r Gymdeithas Tirweddau Cenedlaethol yn gyflogwr Cyfle Cyfartal. Mae hyn yn golygu, wrth wneud ein gwaith a chyflogi staff i ymgymryd â'r gwaith hwn, byddwn yn ceisio sicrhau bod pob unigolyn yn cael ei drin yn gydradd, ni waeth am ethnigrwydd, rhywedd, oedran, statws priodasol, anabledd, crefydd, cyfeiriadedd rhywiol, na statws economaidd.

Ystyrir secondiadau o sefydliadau partner neu gysylltiedig, neu drwy drefniant ymgynghoriaeth.

Mae'r Gymdeithas Tirweddau Cenedlaethol yn frwd ynghylch buddsoddi mewn cynyddu doniau ei staff a'r Teulu Tirweddau Cenedlaethol ehangach. Byddwn yn arfarnu ceisiadau yn erbyn y meini prawf Hanfodol a Dymunol ar gyfer y swydd hon.

### Sut byddwn yn defnyddio'ch gwybodaeth bersonol

Bydd y wybodaeth a gasglwn gennych yn ystod y broses recriwtio a dethol yn cael ei chadw a'i phrosesu yn unol â'r Rheoliad Cyffredinol ar Ddiogelu Data (GDPR).

Sylwer, wrth wneud cais am gyflogaeth, eich bod hefyd yn cytuno i'r Gymdeithas Tirweddau Cenedlaethol brosesu'r fath wybodaeth ag a allai fod yn angenrheidiol i asesu'ch cais, ar yr amod y rhoddir sylw priodol i'r egwyddorion diogelu data sydd mewn grym.

Os bydd eich cais yn llwyddiannus, bydd y wybodaeth a roddwch yn cael ei chadw a bydd yn ffurfio rhan o'ch ffeil bersonél. Os na chynigir gwaith i chi gyda'r Gymdeithas Tirweddau Cenedlaethol, bydd yr holl ddogfennau sy'n gysylltiedig â'ch cais yn cael eu dinistrio'n gyfrinachol fel arfer ar ôl cyfnod o chwe mis.

## National Landscapes Association

### Role Description

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                      |
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| <b>Title</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Gower Landscape Connections Data & Evidence Officer                                                                                                                                                  |
| <b>Salary</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | £34,225 pro rata                                                                                                                                                                                     |
| <b>Hours and conditions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Fixed-term, 16 months<br>Part-time or full-time negotiable                                                                                                                                           |
| <b>Location</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Homeworking with some travel                                                                                                                                                                         |
| <b>Responsible to</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Chief Executive National Landscapes Association<br>& Gower Landscape Connections Development Officer                                                                                                 |
| <b>Key contacts</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | National Landscape team members<br>National Landscapes Association Chief Executive<br>National Landscapes Association Staff team<br>Protected Landscapes Partnership team<br>UK Government Officials |
| <p><b>Who we are seeking</b></p> <p>You will have a drive to generate and use data and evidence to help National Landscapes to address the climate and nature crises, whilst maintaining their special qualities of their landscapes. With experience of data analysis, working spatially with GIS, and a record of working collaboratively, you'll be great at building positive relationships, which allow you to generate the evidence-base needed to support targeted action at a landscape scale.</p> <p>You will be based within the National Landscapes Association, primarily working with the Gower Landscape Connections project but will also be working closely with colleagues within the organisation and National Landscape team members in both England and Wales.</p> |                                                                                                                                                                                                      |
| <p><b>Purpose</b></p> <p>National Landscapes (formerly Areas of Outstanding Natural Beauty) have a significant role to play in addressing the twin challenges of the Nature and Climate emergencies in England and Wales. Approaches to combating these, and to helping the UK meet its national and international obligations, need to be underpinned by evidence to make the most of limited funding. Evidence will come from a broad range of sources, including data on habitats and species, climate and natural capital, along with socio-economic data. There is also an increasing requirement for a spatial understanding of the data.</p>                                                                                                                                    |                                                                                                                                                                                                      |

This role is primarily working on the Gower Landscapes Connections project. You will also support the central data and mapping needs of the National Landscapes Association and provide some support the next stage of the Nature-based Solutions team's work.

You will be central to developing the necessary systems, based on some initial work, curating and maintaining them, and supporting the data and evidence needs of the organisation, associated programmes and individual National Landscapes. Some of this work is likely to involve working with outside consultants.

### Main responsibilities

- **Gower** – Gather ecological, spatial, and socio-economic data and provide support, data analysis and mapping to inform habitat management plans. Create detailed maps and spatial analyses of project areas, highlighting key habitats, threats, and opportunities. Support the Gower Development Officer to ensure that the project's activities are data-driven, well-coordinated, and aligned with its conservation objectives.
- Support [National Landscape Association](#) – Curate and evolve a central GIS system (currently a nature recovery and climate dashboard). Support the National Landscapes Association and individual National Landscapes with data, evidence and mapping as needed. Curate the National Landscapes Association's licenced data (currently CEH Land cover, CEH Hedgerows; Cranfield soil carbon) and ensure data sets are current.
- **Nature-based Solutions** - Develop a spatial system for aggregating relevant evidence to support and target development of three Landscape Connection project applications to the National Heritage Lottery Fund. This could subsequently be rolled out to support future National Landscape funding bids and support the non-NHLF work of the NbS team. Support the team with other evidence and data needs as required, for example monitoring the income generated from '[Your Natural Partner](#)'.

### Person specification

We welcome applicants from a wide range of backgrounds and experiences, and are particularly keen to hear from individuals who are passionate about tackling the twin challenges of climate change and nature recovery. You'll be someone who thrives on collaboration — able to build strong, positive relationships with a variety of stakeholders and partners, and confident working across different sectors and communities to deliver shared outcomes. You'll be comfortable navigating complex issues and bringing people together around common goals. You'll demonstrate that you understand, identify with and will commit to the objectives of the Gower Landscape Connections Project.

The role requires someone who is both strategic and practical — equally at ease working with detailed evidence as they are with shaping big-picture thinking. You'll be a strong communicator, capable of presenting information clearly in writing and in person, and translating insight into compelling actions. You'll bring a team ethos, a flexible and proactive approach, and a commitment to your own learning and development. If you're motivated by creating positive change and contributing to meaningful, landscape-scale work, we'd love to hear from you.

### Essential

1. Demonstrable knowledge and experience of sourcing, handling and analysing data, both statistical and spatial, to form the basis of evidence-led policy or delivery work.
2. Excellent analytical skills, including the ability to summarise accurately a wide range of views and be able to quickly identify and communicate key issues from a range of sources of information.
3. Strong communications and presentation skills, both written and oral, with experience of communicating complex issues to diverse audiences.
4. An understanding of, and a commitment to, the natural environment, social and environmental justice, inclusion, and equality.
5. Strong interpersonal skills, capable of taking responsibility for managing relationships with key partners, stakeholders, funders and policy makers.
6. Ability to work as part of a small team while also working independently, using own initiative and developing ideas.
7. Effective facilitation and collaboration, using relevant tools and technology, online and face-to-face.
8. Ability to prioritise work and meet tight deadlines.

Should there be a high level of applications there will be an initial sift on the first two essential criteria.

### Desirable

- Knowledge of the policy making, politics and the environment in which Designated/Protected Landscapes, Nature Resources Wales, Natural England and Defra operate.
- Experience working in and/or with coalitions or networks.

### Selection Process

National Landscapes Association is an Equal Opportunities employer. This means that when carrying out our work and in the employment of staff to undertake this work, we will seek to ensure equality of treatment for all persons regardless of ethnicity, gender, age, marital status, disability, religion, sexual orientation, or economic status.

Secondments from partner or related organisations, or via a consultancy arrangement will be considered.

National Landscapes Association is passionate about investing in growing the talent of its staff and the wider National Landscapes Family. We will appraise applications against the Essential and Desirable criteria for this post.

### How we use your personal information

The information which we gather from you during the recruitment and selection process is retained and processed in accordance with the General Data Protection Regulation (GDPR).

Please note that by applying for employment, you are also agreeing to the National Landscapes Association processing such information as may be necessary to assess your application, provided that proper regard is had to the data protection principles in force.

If your application is successful, the information you provide will be retained and will form part of your personnel file. If you are not offered work with the National Landscapes Association, all documentation related to your application will normally be confidentially destroyed after a period of six months.