



Director of Nature Recovery

Wiltshire Wildlife Trust
Appointment Brief - October 2024



Welcome



Thank you for your interest in joining the Executive team at Wiltshire Wildlife Trust at a pivotal time for securing nature's recovery.

I joined Wiltshire Wildlife Trust as the new CEO in 2023, having directed policy and strategy for the Soil Association for the previous eight years. I have been struck by the huge benefits that arise from being part of The Wildlife Trusts federation, which connects the 46 county Trusts in a powerful network for innovation and has an exceptional track record in advocating for policy change nationally. You will find that your team extends beyond Wiltshire to a dynamic network of fellow Directors, here in the Southwest and right across the UK, all learning and finding solutions together.

Wiltshire Wildlife Trust has a stunning network of nature reserves and an outstanding track record in connecting people with nature. Our pioneering Care Farms and Wellbeing programmes are bringing nature into the lives of those who most need its healing power.

Partnership is our watchword, and our 'Wilder Wiltshire' Strategy to 2030 commits us to collaborating with a wide range of partners – not least farmers - to achieve nature's recovery in the wider landscape beyond our flagship reserves and estates. We have just formed an exciting partnership with the National Trust at Great Chalfield Manor, where we will manage 200 acres of farmland and develop a learning hub for farmers keen to understand the role that green finance and agroforestry can play in a nature-friendly farm business model.

We are looking for an enterprising and positive-thinking Director of Nature Recovery, with an eye for strategic opportunities and a talent for motivating teams, partners and funders. You will have the leadership skills and emotional intelligence to help your teams achieve great things, and a mind-set that seeks out solutions.

You will have the commercial aptitude to secure income alongside impact and lead the development of investible propositions for nature's recovery at landscape-scale, alongside a more integrated and strategic land advice offer for the Trust. You will have outstanding collaboration skills and the credibility to play a leading role in strategic partnerships for Nature's Recovery, including a new Local Nature Partnership for Wiltshire & Swindon, Big Chalk, the Wiltshire Chalk Partnership and the Trust's Wylde Valley Landscape Recovery project.

If you have the passion to make a difference and the skills and experience we need, then I very much look forward to hearing from you,

Jo Lewis, CEO
Wiltshire Wildlife Trust



Who we are

We are part of The Wildlife Trusts

We are a Federation of 46 local independent charities working across the UK to create a wilder future. Nationally we have 900,000 members and manage 2,300 nature reserves.

Wiltshire Wildlife Trust was founded in 1962 and is today the leading charity in Wiltshire and Swindon working to achieve nature's recovery and a sustainable future for wildlife and people.

We employ over 140 staff and are supported by more than 1500 volunteers and **23,000 members**.

We manage 44 nature reserves across Wiltshire and Swindon, including wetland, woodland, meadow and chalk downland habitats.

We have two Nature Centres with cafés, where people can come and enjoy spectacular wildlife views whilst enjoying locally-sourced food and drink.

We also have two Care Farms, helping children with additional needs through therapeutic nature-based activities.

Our farming enterprise manages over 650 cows and sheep, from three farm hubs, which keep our grasslands healthy and species-rich through grazing.

We have over £15 million of assets and annual income of around £7 million.

Our Vision is a sustainable future for wildlife and people.

Our Purpose is providing leadership, driving nature's recovery, connecting all generations with nature and empowering them to take meaningful action for nature and the climate.





Our area

Wiltshire Wildlife Trust's work covers the unitary authority boundaries of Swindon and Wiltshire.

Wiltshire is a farming county: 80% of the land is farmed, with significant opportunities for farmers and landowners to lead nature's recovery at scale. There is an active network of farmer clusters across the county, keen to explore the opportunities for nature-friendly farming.

Swindon is the fastest growing city in Europe, with a diverse population. Wiltshire is also home to some fast-growing market towns such as Chippenham, Trowbridge and Melksham, making it vital that new housing developments achieve a net gain in biodiversity and that green infrastructure is created to ensure everyone is within 15 minutes' walk of natural greenspace.

Two thirds of Wiltshire lies on chalk.

Wiltshire has half the UK's surviving species-rich chalk grassland, some 18,000 hectares, helping to make it one of the best places in the UK for butterflies. The Wiltshire and Hampshire Avon, with its sparkling chalk-stream headwaters, is one of the most biodiverse river systems in the UK. Wiltshire Wildlife Trust is a founder member of the Wiltshire Chalk Partnership, which aims to create at least 2000 hectares of new habitat to connect and enhance Wiltshire's ecologically and culturally significant chalk landscape.

Wiltshire is also rich in ancient woodland, including one of our newest acquisitions, Great Wood in the Braydon Forest.

Our 2030 Strategy

Creating a Wilder Wiltshire

We face an ecological and climate emergency and an epidemic of mental ill-health. We want to see the abundance of nature restored and experienced by people in ways that enrich their daily lives. We want to ensure every child can build a lasting connection with nature.

In Spring 2023, we launched our new Strategy to 2030.

Our Vision for a Wilder Wiltshire

By 2030, Wiltshire's internationally important chalk streams will have the protection they deserve, and restoration and connection of our precious chalk downland, floodplain meadows and ancient woodland will be happening at scale. Wiltshire's soundscape in spring and summer will be more alive with the calls of farmland birds and the hum of insects, signalling that species abundance is being restored across the county. Nature-friendly farming and agroforestry will be common features of Wiltshire's farmed landscape, balancing the needs of climate-resilient food production and nature's recovery whilst supporting the livelihoods and wellbeing of Wiltshire's farming communities.

Everyone, everywhere in Wiltshire and Swindon will be able to make a better connection with nature in their daily lives, benefitting their mental health and wellbeing and strengthening the mandate for nature's recovery. Working with schools, partners and communities, we will ensure access to green spaces and to nature, sharing ideas for how everyone can support nature's recovery and take meaningful action.

Our Goals:

1

Nature's Recovery.

By 2030, nature will be in recovery in Wiltshire and Swindon. To achieve this, we need to ensure:

Target 1.1 30% of land is in positive management for nature.

Target 1.2 Species abundance and diversity are increasing.

Target 1.3 Natural processes are being restored.

Target 1.3 Nature-based solutions are being used to address the climate and water emergencies.

2

Connecting People with Nature.

By 2030, people will be taking action for nature and benefiting from nature in their lives. To achieve this, we need to ensure:

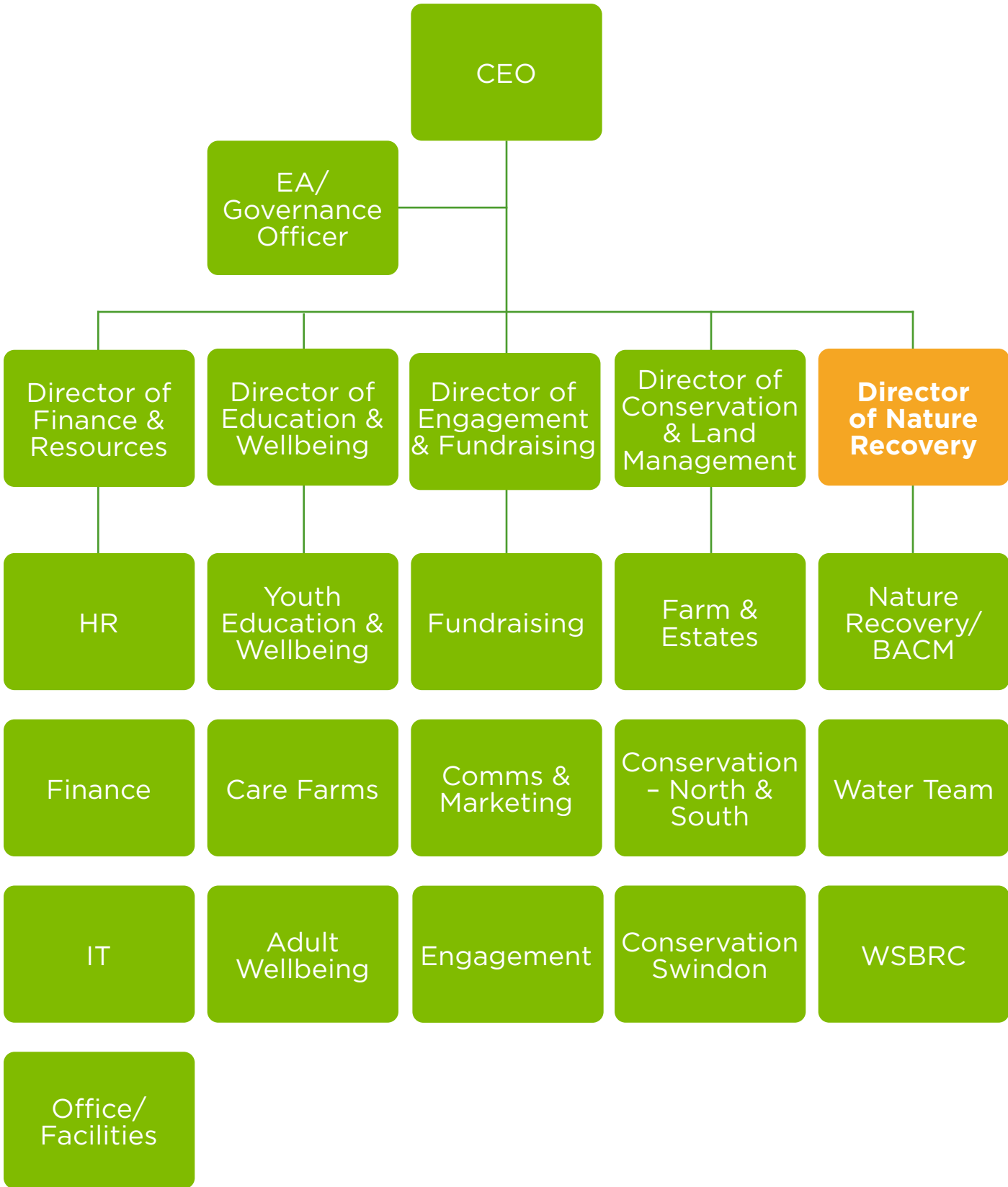
Target 2.1 One in 4 people are taking meaningful action to drive nature's recovery locally and nationally.

Target 2.2 The health and wellbeing of people is improved through their engagement in and with nature.

Target 2.3 All children and young people have the opportunity to nurture a lasting interest in nature.

Target 2.4 Nature and climate are at the heart of decision-making locally and nationally.

Organisation chart





Role profile

Job title: Director of Nature Recovery

Salary: £55-60,000 per annum

Reports to: CEO

Line management: Head of Nature Recovery, Head of Freshwater, Head of Wiltshire & Swindon Biological Records Centre.

Purpose of the role

1. To define and lead a strategic approach to engagement with farmers and landowners, centred on a Learning Hub on green finance at Great Chalfield.
2. To lead and develop WWT's strategic approach to data and evidence in support of nature's recovery.
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6. To lead and develop WWT's strategic approach to data and evidence in support of nature's recovery.

Key objectives

Leadership as member of Executive Team

- Provide clear, consistent and confident leadership as a key member of the Executive Team and a trusted advisor to the CEO.
- Ensure an environment is created within which all our staff feel motivated, valued and supported to bring their best to the Trust.
- Provide strategic leadership for the directorate and across WWT, taking responsibility for collective decision making and identifying and managing key strategic opportunities and risks.
- Be accountable for achieving clear delivery targets for directorate and for shared targets across directorates.
- Represent WWT at external meetings, conferences, events and in the media.
- Manage and develop a growing team to support strategy implementation, including overseeing work plans, budgets, and performance management.
- Build effective strategic partnerships for nature's recovery with local authorities, businesses, universities and other key charities operating in Wiltshire and Swindon.
- Oversee the Trust's engagement in planning policy.
- Develop and maintain strong, supportive relationships with other Wildlife Trusts and the Royal Society for Wildlife Trusts.

Oversight of Nature Based Solutions teams and development of an integrated consultancy offer

- Lead the strategic development of our Nature Recovery directorate, identifying new opportunities to secure impact and income for the Trust. Teams within the directorate include the Water Team (specialising in end-to-end design and delivery of nature based solutions), Nature Recovery Team (specialising in Biodiversity Net Gain services) and Wiltshire & Swindon Biological Record Centre (specialising in data services and GIS mapping solutions).
- Oversee management of key strategic risks in programme delivery at all scales.
- Lead business planning for, and development of, a new integrated advisory and consultancy offer that meets the needs of key strategic clients while driving nature's recovery.

Strategic partnerships and finance for Nature's Recovery

- Shape the strategic direction of a new Local Nature Partnership for Wiltshire and Swindon, to be hosted by Wiltshire Wildlife Trust.
- Oversee the development of, and blended finance strategies for, new multi-stakeholder landscape-scale collaborations for nature's recovery, including the Wylde Valley Landscape Recovery project which was successful in Round 2 of Defra's Landscape Recovery programme.

Key objectives

Green finance and farmer engagement

- Work closely with the CEO and Head of Nature Recovery to shape the vision and implement the strategy for our ground-breaking partnership with the National Trust at Great Chalfield Manor, including development of a Learning Hub on green finance for farmers.
- Lead the Trust's strategic partnership with EnTrade, taking to scale the Bristol Avon Catchment Market, a high integrity approach to driving investment in nature.
- Scope the development of a land advice service, including appraisal of partnership options, to focus and integrate our wide-ranging engagement with farmers and farmer clusters across Wiltshire and Swindon.

Data and evidence for nature recovery

- Lead the Trust's strategic approach to science, data and evidence to inform delivery and advocacy for nature's recovery, working closely with the Head of WSBRC and the Director of Conservation and Land Management..
- Oversee the strategic development of Wiltshire and Swindon Biological Record Centre as the first-choice partner for data and mapping services to achieve nature's recovery in Wiltshire and Swindon.

It is the nature of the work of Wiltshire Wildlife Trust that tasks and responsibilities are in many circumstances unpredictable and varied. All staff are, therefore, expected to work in a flexible way when the occasion arises where tasks that are not specifically covered in the job description must be undertaken, including providing cover for absent staff to maintain organisational effectiveness.

Person specification

Essential personal qualities

- Strong emotional intelligence with the ability to build strong, collaborative working relationships.
- Passion for nature's recovery combined with pragmatism in engaging people from their own starting points.
- Credibility in representing the Trust's strategy for Nature Recovery with key strategic partners, funders and clients
- An eye for strategic opportunities and a calm and confident approach to managing key strategic risks, combined with the ability to motivate teams to successfully exploit or mitigate them.
- An engaging communicator, able to motivate funders and supporters.
- Able to work with initiative and autonomy, while being a good team player.
- Strategic mindset combined with a willingness to get 'hands on' with operational delivery in support of the team when the need arises.

Essential skills and experience

- Track record of achievement in a senior strategic-level management role.
- Demonstrable experience of strategic and operational planning and the development of business cases.
- Track record of convening partnerships to achieve shared goals.
- Strong understanding of the legal and policy framework which underpins nature recovery at local, national and international levels.

- Strong analytical and critical thinking skills evidenced by a degree level qualification preferably accompanied by a post-graduate degree or qualification or comparable experience in a discipline relevant to the role.
- Competent in the use of standard Microsoft Office software.
- A driving licence valid in the UK.

Desirable experience

- Experience of strategic-level management in a charity.
- Track record of developing consultancy and advisory services.
- Track record of developing nature-based solutions and a strong understanding of what it means to be 'investment-ready' for green finance.
- Track record of developing and delivering large-scale strategic projects, including securing funding.
- Experience of managing key strategic and operational risks in project delivery, including capital works; health and safety and environmental protection relating to project delivery; and procurement of suppliers, consultants and contractors for project delivery.
- Experience of engaging and influencing farmers and landowners.
- Experience of engaging and influencing leaders and decision makers.
- Experience of working with the media.
- Experience of ecological data collection, monitoring and data interpretation to inform delivery and advocacy.

How to apply

To apply for the role, please send your CV together with a supporting statement (of no more than 1000 words) to: recruitment@wiltshirewildlife.org

Please ensure that you have included a telephone number, as well as any dates when you will not be available or might have difficulty with the recruitment timetable.

Recruitment Timetable

Deadline for applications:

Wednesday, 16 October, 9am

First stage interviews:

Wednesday 23 October

Second stage interviews:

Wednesday 6 November

Queries

If you wish to have an informal discussion about the opportunity, please contact the CEO, Jo Lewis.

JoannaL@wiltshirewildlife.org



Key terms of employment

Contract: Permanent

Hours: Full time (37.5 hours per week) or 0.9FTE, with occasional evening or weekend work for which time off in lieu is given. Driving licence and some use of own vehicle is required for travel and occasional overnight stays.

Location: Head Office in Devizes with flexible and hybrid working.

Equal opportunities: Wiltshire Wildlife Trust is an equal opportunity employer. We are committed to developing an inclusive and diverse organisation, in which everyone feels supported, valued, and able to be their full selves. To achieve our vision of creating a sustainable future for wildlife and people, we need talented people, and more diverse people, on nature's side.

Benefits

Wiltshire Wildlife Trust is an exemplary employer with high staff satisfaction and multiple benefits for employees.

These benefits include:

- Employer pension contribution up to 7.5%
- Group risk insurance – death in service and income protection
- 27 days annual leave (rising to 30 days after 5 years' service) plus public holidays (pro-rata)
- Staff discount at Dragonfly Cafe
- Free tea and coffee
- Head office in town centre with parking
- Cycle to Work Scheme
- Two staff wellbeing days per annum

