**Project Manager – Landscape Recovery**

**Job Description and Person Specification**

**Reports to:** Director of Nature Recovery

**Contract:** Permanent

**Hours:** 37.5 per week Monday to Friday

**Based at:** Elm Tree Court, Devizes with some home working available

**JOB PURPOSE**

Support Wiltshire Wildlife Trust’s Nature Recovery Strategy by leading the Wylye Valley Landscape Recovery project, work collaboratively with landowners and stakeholders, spearhead and project manage new initiatives that drive nature recovery and nature-friendly farming forward.

**DIMENSIONS**

The postholder will line manage the Landscape Recovery Project Assistant and Nature Recovery Administrative Assistant, ensuring effective project delivery. They may also supervise trainees, work placement students, volunteers, and contractors as needed. The role includes managing individual project budgets and overseeing grant claims to ensure financial compliance and project success.

**BACKGROUND**

As part of its ambitious Nature Recovery Strategy, Wiltshire Wildlife Trust is working to restore landscapes and habitats at scale, delivering 30 by 30 for nature. Wiltshire Wildlife Trust's Water Team has been dedicated to creating and restoring rivers, floodplains, and wet habitats across Wiltshire. The ambitious Wylye Landscape Recovery Scheme is a cornerstone of this effort, encompassing over 22km of chalk stream and 800 hectares of the Wylye Valley, in partnership with over 20 landowners and managers. This project aims to rejuvenate the valley's dynamism, diversity, and ecological richness. Historically, the River Wylye has suffered from dredging, straightening, and pollution, threatening its unique flora and fauna with irreversible decline. The WCSP presents an unprecedented opportunity to restore the river's natural connection to its floodplain, revitalize habitats, restore natural processes and set a national precedent for chalk stream restoration.

Beyond the Wylye Landscape Recovery Project, Wiltshire Wildlife Trust is scaling up its nature recovery efforts, delivering a growing portfolio of landscape-scale restoration projects, including Great Chalfield, Project Peewit, and farm cluster initiatives. Once the Wylye Landscape Recovery Scheme concludes, the Project Manager will play a key role in developing and delivering Land & Nature projects across the Trust’s expanding nature recovery program.

**MAIN DUTIES AND RESPONSIBILITIES**

The Project Manager – Landscape Recovery is a key role leading the development and delivery of the Wylye Chalk Stream Landscape Recovery project, working with partners to drive nature recovery at a landscape scale and secure blended finance to sustain long-term impact. The postholder will be responsible for managing all aspects of project workstreams, including:

* Land management plans
* Blended finance plan
* Project implementation plan
* Stakeholder engagement plan
* Site access plan
* Monitoring and evaluation plan
* Legal consents and permissions

**Project Leadership and Delivery**

* Oversee the development and delivery of all project workstreams, ensuring objectives are met.
* Working alongside the project coordinator and assistant to manage and coordinate resources, contractors, and suppliers, including baseline surveys, specialist advice (legal, commercial, governance), and investment and finance planning.
* Manage project budgets, grant claims, and reporting, ensuring financial accountability and successful project delivery.
* Ensure effective communication within the project team, across partners, and among consultants.
* Organise and facilitate meetings, workshops, and presentations, representing the project at internal working groups, steering committees, and stakeholder events.
* Work closely with the Director of Nature Recovery and support the wider Nature Recovery Directorate, contributing expertise to new initiatives and projects that enhance landscape-scale restoration and regenerative farming.
* Undertake any other duties as required, commensurate with the post.

**Partnership Working**

Collaboration is central to the success of the Wylye Chalk Stream Landscape Recovery project. The postholder must be an exceptional people person, comfortable working with individuals at all levels and from a wide range of backgrounds, bringing together diverse interests to deliver impactful nature recovery. The postholder will:

* Develop and maintain strong partnerships with key project partners, including Wessex Rivers Trust and Wylye Valley Farmers, to ensure a shared vision and coordinated approach.
* Engage effectively with statutory bodies such as the Environment Agency and Natural England, ensuring compliance with regulations and securing necessary approvals.
* Build trusted relationships with landowners and farmers, providing tailored support and fostering long-term commitment to nature recovery.
* Work with stakeholders, including angling clubs and local community groups, to encourage wider community engagement and advocacy.
* Manage relationships with contractors and consultants, ensuring high-quality delivery of technical inputs.
* Liaise with other organisations, such as Wessex Water, Wiltshire Council, and local councils, to explore additional funding, expertise, and collaborative opportunities.
* Report to and work closely with the Director of Nature Recovery, Water Team, Nature Recovery Team, and WSBRC to align project outcomes with Wiltshire Wildlife Trust’s Nature Recovery Strategy.

**SAFEGUARDING**

Wiltshire Wildlife Trust is fully committed to safeguarding the welfare of all children, young people and adults at risk. All WWT staff will receive safeguarding training and must ensure that they comply with WWT’s safeguarding policy.

**EXPERIENCE, QUALIFICATIONS AND SKILLS REQUIRED**

This role requires an enthusiastic, solution-focused, and exceptional people person, capable of managing complex conservation projects while engaging with a wide range of stakeholders, landowners, and partners. The ability to build trusted relationships, navigate complex stakeholder interests, and find practical solutions will be critical to the project’s success.

The ideal candidate will have a strong understanding of nature recovery, farming and land management, combined with knowledge of or interest in green finance and blended funding models to help secure long-term investment in landscape restoration. However, we recognise that skills and experience come in many forms, and we welcome applicants from diverse backgrounds who can bring strong project management, people skills, and a passion for conservation to the role.

The role involves regular travel to project sites for meetings and surveys. Managing a broad-ranging project scope across multiple workstreams will require adaptability, excellent time management, and the ability to prioritise tasks effectively.

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|  | **Essential** | **Desirable** |
| Qualifications | * Educated to degree level (or equivalent experience) in conservation, farming, land management, or a related field. * AND/OR significant practical experience in project management, farming, conservation, or land-based consultancy. | |  | | --- | |  | |
| Experience | * Proven experience managing complex projects, ideally in conservation, land management, farming or river restoration. * Strong track record of engaging and collaborating with landowners, farmers, and stakeholders especially statutory bodies such as, Defra/NE/EA to deliver successful outcomes. * Experience in budget and financial management of conservation or land-based projects. * Understanding of green finance and blended finance models, or a willingness to learn. * Ability to work both independently and within a small team, managing multiple workstreams effectively. | * Ecological knowledge and understanding of freshwater ecosystems, monitoring and survey methods. * River restoration theory and practice. * Water resource policy and legislation |
| Skills | * Exceptional communication, negotiation, and relationship-building skills across diverse audiences. * Strong project management skills, with a proven ability to organise, plan, and deliver multi-stakeholder projects. * Ability to present confidently and facilitate meetings, workshops, and stakeholder engagement events. * Identifying funding opportunities and preparing bids to support project development and delivery. * Report writing and data analysis. * IT literate (MS Office and project management software). * Full (clean) driving licence B and access to a vehicle for business use. | * GIS skills such as, ArcGIS |
| Personal attributes | * A people-focused, diplomatic, and solution-oriented approach to partnership working. * Self-motivated, proactive, and able to work autonomously. * Able to prioritise workload effectively in a fast-paced environment. * A team player, willing to collaborate and share knowledge. | * Ability to recognise the value of time and prioritising workload accordingly |

Special note:

This job description does not form part of the contract of employment but indicates how that contract should be performed. The job description will be subject to periodic review and amendment in consultation with the post holder. The post holder may be required to perform duties other than those given in this job description. The duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of the responsibility entailed. Such variations are a common occurrence and would not in themselves justify the re-evaluation of a post. In cases, however, where a permanent and substantial change in the duties of the post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.