

Local Nature Partnership Manager for Wiltshire & Swindon

Job Description and Person Specification

Reports to: Director of Nature Recovery

Contract: Permanent, Full-Time

Hours: 37.5 hours

Based at: Wiltshire Wildlife Trust HQ at Elm Tree Court, Devizes with hybrid working available.

JOB PURPOSE

The Wiltshire & Swindon Local Nature Partnership (LNP) Manager will drive the strategic development and delivery of the LNP's mission to drive nature's recovery, unlock nature-based solutions for climate and water resilience and ensure everyone in Wiltshire and Swindon benefits from equitable access to nature, enhancing health and wellbeing. The role is accountable to the Board and Executive Funder Group of the LNP and is hosted by Wiltshire Wildlife Trust.

DIMENSIONS

Direct line management reports: None initially, with potential for future team growth.

Budget responsibility: Responsible for managing the LNP budget, including project-specific funding.

MAIN DUTIES AND RESPONSIBILITIES

The Wiltshire & Swindon Local Nature Partnership (LNP) Manager will play a critical role in driving the strategic direction, cultivating collaboration, and delivering impactful nature recovery initiatives across the county. The role encompasses leadership in policy development, partnership building, financial management, communications, and evaluation to ensure the LNP achieves its mission and secures long-term sustainability.

Strategic Leadership & Policy Development:

- **Strategic Agenda Setting:** Provide high-level support to the LNP, developing its strategic agenda, including 'horizon scanning' and identifying opportunities for cross-cutting policy and delivery programmes.
- **Policy Development and Advocacy:** Monitor and influence local and national policies related to nature conservation, ensuring the LNP's objectives are represented in relevant policy discussions.
- **Programme Management:** Develop and manage the delivery of the LNP's three main work programmes, including the Local Nature Recovery Strategy & Green Finance, Water Resilience, and Health, Wellbeing, and Access.



- Strategic Initiatives: Lead on the production of joint strategies, projects, and responses to consultations, representing the LNP impartially to all stakeholders.
- Local Nature Recovery Strategy (LNRS) partnership working: Facilitate collaboration within and between local authorities, strategic landowners, farmer clusters, conservation organisations, and communities to build a supportive context for implementation of the LNRS, engaging key stakeholders, developing a pipeline of investible landscape-scale propositions and integrating the strategy into local planning processes.

Partnerships and Collaboration:

- Build and facilitate cross-sector partnerships to maximise the LNP's impact and deliver positive outcomes for nature.
- Support collaboration between local authorities, partners, and stakeholders, promoting a unified approach to nature recovery.
- Develop and implement strategies to engage local communities in nature recovery projects, fostering a sense of ownership and participation among residents.
- Provide training and resources to partners and stakeholders to enhance their ability to contribute effectively to the LNP's goals.
- Maintain neutrality in the interests of all Wiltshire & Swindon LNP partners, identifying and managing any conflicts of interest.

Marketing and Communications

- Develop LNP brand with all funding partners
- Promote the LNP through events, communications, and media to enhance its visibility and influence.
- Act as a spokesperson for the LNP, maintaining a positive public image and engaging with media and stakeholders.

Meetings and Governance

- Organise and manage LNP Board meetings, forums, and working groups to ensure effective decision-making and communication.
- Organise at least one LNP Forum meeting per year, ensuring LNP decisions and actions are fully informed by the views and experiences of the wider group of LNP members.

Funding and Financial management

- Sustainable Funding: Secure sustainable funding for the LNP after Year 2 and secure new funding for priority LNP projects and investible propositions. Manage financial planning, budgeting, and reporting processes.
- Financial Oversight: Ensure effective management of project-specific funding and maintain accurate financial records and reporting.

Data Management and Evaluation

- Data Management: Oversee the collection, analysis, and dissemination of environmental data to inform decision-making and demonstrate the impact of the LNP's initiatives.



- Monitoring and Evaluation: Establish frameworks to assess the effectiveness of LNP projects and initiatives, ensuring continuous improvement and adaptation.
- Lead on creating an Impact Report each year to the LNP and Executive Funders Group.
- Secure funding and lead the development and data pooling for a 'State of Nature' report, providing an assessment of biodiversity and nature recovery progress within Wiltshire & Swindon and what we must do to achieve 30by30.

BACKGROUND

The Wiltshire & Swindon Local Nature Partnership (LNP) is a strategic initiative that brings together a diverse range of stakeholders dedicated to nature's recovery, unlock nature-based solutions for climate and water resilience and ensure everyone in Wiltshire and Swindon benefits from equitable access to nature, enhancing health and wellbeing.

The LNP Manager will play a critical role in driving this vision forward, ensuring the partnership's work aligns with national frameworks such as the Local Nature Recovery Strategy (LNRS) and contributing to broader regional and national environmental goals.

With an ambitious agenda spanning farmer and landowner engagement, landscape-scale habitat restoration, health and wellbeing initiatives, and strategic policy advocacy, the LNP is poised to be a key player in delivering nature recovery and enhancing access to nature in Wiltshire and Swindon.

WORKING RELATIONSHIPS

The LNP Manager will work collaboratively with a wide range of internal and external stakeholders to ensure the successful delivery of the Local Nature Partnership's objectives. Internally, the role will involve close collaboration with the Director of Nature Recovery and the wider WWT team. Externally, the LNP Manager will maintain strong relationships with the Executive Funders Group, collaborating with funding partners to ensure transparent communication, deliver impact reports, and secure ongoing support for the LNP's programmes.

A key responsibility will be coordinating with the three thematic working groups focused on Local Nature Recovery & Green Finance, Water Resilience, and Health, Wellbeing, and Access, to ensure cohesive project delivery.

Additionally, the LNP Manager will organise and facilitate the annual LNP Forum, engaging with a broader network of stakeholders, including community groups, landowners, businesses, and conservation organisations.

Building strong relationships with neighbouring Local Nature Partnerships and national and regional partners, such as Natural England the Environment Agency and Nature South West will also be a priority. This will enable the LNP to share best practices, collaborate on joint initiatives, and amplify its impact. Through effective relationship management and partnership working, the LNP Manager will ensure the partnership is well-positioned to drive nature recovery, influence policy, and deliver measurable outcomes for Wiltshire and Swindon.



EXPERIENCE, QUALIFICATIONS AND SKILLS REQUIRED

	Essential	Desirable
Qualifications	Relevant professional experience in nature conservation, land management, or strategic partnership roles.	Degree in Environmental Science, Ecology, Conservation, or a related field.
Experience	<p>Demonstrated experience in building and facilitating cross-sectoral partnerships and mobilising diverse stakeholders towards shared goals.</p> <p>Proven track record of delivering complex programmes, managing multidisciplinary projects, and aligning strategic initiatives with policy and legislation.</p> <p>Experience in a sensitive political context, earning trust and respect from campaign groups, councillors, colleagues, customers, and partners.</p> <p>Strong awareness of environmental issues and the ability to translate policy into actionable programmes.</p> <p>Understanding of national and local planning processes and biodiversity strategies.</p> <p>Strong track record in financial planning, budgeting, and securing sustainable funding streams to support long-term project success.</p>	<p>Experience with Local Nature Recovery Strategies (LNRS) and green finance initiatives.</p> <p>Familiarity with Wiltshire & Swindon’s local ecological and policy landscape.</p> <p>Experience working within the charity sector, public sector, or local government.</p>
Skills	<p>Ability to lead complex projects with multiple stakeholders, ensuring delivery on time and within budget.</p> <p>Exceptional communication and presentation skills, including the ability to influence and inspire diverse audiences.</p> <p>Skilled in negotiation and building consensus among partners, with a focus on creating win-win scenarios for nature and stakeholders.</p>	<p>Proficiency in data management tools and frameworks for monitoring and evaluating project impact.</p> <p>Knowledge of grant writing and funding application processes.</p>
Personal attributes	Self-starter with high levels of initiative, enthusiasm, and resilience.	Strong network within the environmental and land management sector, including with



	<p>Highly innovative, proactive, and able to generate creative solutions to complex challenges.</p> <p>Systematic and organised, with a track record of delivering to tight deadlines and overcoming setbacks.</p> <p>Approachable and empathetic, demonstrating emotional intelligence and understanding of diverse perspectives and priorities.</p>	<p>government agencies, farming organisations and NGOs.</p>
Additional requirements	<p>Willingness to travel within Wiltshire & Swindon and occasionally beyond, representing the LNP at meetings, events, and forums.</p>	

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.

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.

