**Head of Nature Recovery – Maternity Cover**

**Job Description and Person Specification**

**Reports to:** Director of Nature Recovery

**Salary:** £40,000 - £45,000, depending on experience

**Contract:** Maternity cover (secondments welcomed)

**Hours:** 37.5 hours per week with occasional weekend and evening work as required

**Based at:** Elm Tree Court, Devizes with travel across Wiltshire and the wider Bristol Avon Catchment area. Hybrid working available.

**JOB PURPOSE**

The Head of Nature Recovery – Maternity Cover will play a critical role in advancing the Trust’s ambition to bring about nature’s recovery across Wiltshire and the wider catchment areas, contributing to achieving 30% of land, rivers, and wetlands managed for nature by 2030. The role will seek to continue and further develop our pioneering work in delivering nature-based solutions via natural capital markets, both on our own- and third-party land, and in collaboration with other organisations. Another key aspect of the role will be to further develop our land advice service and outreach with the farming community , including developing our flagship ‘Learning Hub for Nature, Regenerative Farming and Green Finance’ at Great Chalfield Manor through baselining, surveying and supporting the development of a farm business plan and vision.

**DIMENSIONS**

**Direct line management reports:** You will be required to directly line manage a small team, reporting up to the Director of Nature Recovery.

**Budget responsibility:** You will haveresponsibility for overseeing project budgets and reporting for both grant funded and commercial works.

**MAIN DUTIES AND RESPONSIBILITIES**

You’ll be leading a small team in the ongoing delivery of a range of projects, all aiming to deliver against the Trust’s 30 by 30 and species abundance targets, while exploring opportunities to further increase our impact and reach. This will include supporting the team with existing collaborations in natural capital markets and increasing our engagement with the farming community through both grant funded and commercial service opportunities. A key aspect of this role will be to grow our emerging land advice service and oversee the progression of our Learning Hub for Nature, Regenerative Farming and Green Finance , which will require you to work with the wider Nature Recovery Directorate and the Director of Nature Recovery to shape our vision for the farm, oversee ecological baselining/surveying and develop a business plan.

The main duties and responsibilities will be focussed on:

* Seeking opportunities that enable the Trust to deliver meaningful impact for nature, such as nature-based solutions via natural capital markets and/or grant funding.
* Supporting and leading the team forward, with direct line management responsibilities
* Project management and oversight to ensure targets and deadlines are met within the team
* Supporting the Director of Nature Recovery in strategic planning and business development.
* Project management and overseeing the delivery and development of existing projects such as the Bristol Avon Catchment Market and our NEIRF grant funded project to support Wiltshire farmers to be investment-ready.
* Leading the development of our new land advice service, integrating our existing areas of specialist advice, design and delivery.
* Leading the continued development of our ‘Learning Hub for Nature, Regenerative Farming and Green Finance at Great Chalfield Manor.
* Designing nature-based projects, producing relevant maps using GIS, survey reports and associated documentation, such as habitat management and monitoring plans
* Securing any necessary consents or permits to deliver nature-based solutions, such as S106 agreements or planning consent
* Keeping up to date with policy and legislation changes impacting on nature’s recovery, farming and ecology and sharing with the wider team.
* Any other duties as may be required which are commensurate with this post.

**BACKGROUND**

With a friendly staff team and many passionate and expert volunteers helping fulfil our mission, Wiltshire Wildlife Trust is the largest organisation concerned with all aspects of the environment in Wiltshire and Swindon. We advocate for the protection and restoration of habitats for wildlife, run our own farming operation and promote renewable energy. We are part of the network of 47 Wildlife Trusts which spans the whole of the UK, advocating for the recovery of our natural environment and which has over 800,000 members.

There is a growing appreciation of the ecological and climate emergencies and the emergence of new approaches to nature conservation. There are increasing opportunities for the Trust to influence outcomes across a wide range of sectors and growing public support for our work.

**WORKING RELATIONSHIPS**

You will report to the Director of Nature Recovery and will work closely with colleagues from across the Trust. You will be required to frequently liaise with a wide range of stakeholders, internally and externally including partners, landowners and community groups. Ability to speak to large groups of people to convey complex and sometimes controversial messages and often acting as advocate for Wiltshire Wildlife Trust.

**SCOPE FOR IMPACT**

This post will be pivotal in helping the Trust respond to the opportunities and challenges presented and could play a significant part in working to achieve our strategic target of 30% of land, rivers and wetlands managed for nature by 2030. It is a wide-ranging role that will involve the continued development and delivery of a range of ecological/environmental services to deliver natures recovery. Opportunities to engage with a wide range of partners to support the development of new approaches to address the major challenges facing the recovery of nature in Wiltshire, Swindon and the wider catchment areas will also be key.

**Person Specification**

This is a role that requires sound ecological knowledge with a good understanding of the major issues facing the natural environment. The role requires the ability to be innovative, adaptable, with a strong level of self-motivation and the ability to communicate with a wide range of stakeholders.

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|  | Essential | Desirable |
| Qualifications | * To be educated to degree level, with a relevant environmental degree, or have proven substantial relevant experience
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| Knowledge and Experience | * Experience of project and budget management
* Experience of managing, mentoring and training staff and volunteers
* Knowledge of agri-environment and farming practices
* Experience of ecological survey and assessment
* Experience of practical land management across a range of habitats
* Excellent communication and negotiation skills, with experience in preparing proposals, quoting for work, and managing client relationships.
* Experience of writing nature conservation management plans and ecological reports
* A sound understanding of Biodiversity Net Gain and key principles of Nature Based Solutions
* A sound understanding and knowledge of the ecology, habitat management and conservation requirements of priority habitats and species
* Understanding of UK Conservation framework, environmental issues and legislation
 | * Experience of land advice.
* Experience of working with technical specialists
* A track record of generating income through consultancy/commercial works
* Experience of protected species surveys and licencing
* Proven experience in delivering commercial ecological and natural capital services, particularly in BNG and carbon markets.
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| Skills | * Experience of GIS, preferably ArcGIS or ESRI based systems, data management, and interpretation of data
* Ability to utilise environmental service calculation tools, such as Defra’s Biodiversity Metric 4.0.
* Excellent written / oral communication skills
* Building and maintaining strong working relationships with a range of stakeholders and partners
* Managing and prioritising a busy workload with multiple deadlines
* IT Skills – Using MS Office for report writing, presentations, project planning and budgeting
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| Personal attributes | * Strong emotional intelligence with the ability to build strong, collaborative working relationships.
* Self-motivation, initiative and drive and ability to guide, support and influence others.
* Passion for nature’s recovery combined with pragmatism in engaging people from their own starting points.
* Dynamic and innovative with ability to adapt
* Attention to detail
* Ability to process complex information and present in a variety of formats to different audiences
* Excellent client care.
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| Additional requirements | * Valid full driving licence.
* There will be a requirement for occasional evening work.
 | * CIEEM membership at Associate level or higher
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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.