



**Gloucestershire**  
Wildlife Trust

# Job description

## Head of Nature Recovery Zones

This is an exciting opportunity to join Gloucestershire Wildlife Trust in a key Senior Management Team position.

Salary: £41,000 - £45,000

Responsible to: Director of Nature's Recovery

Responsible for: Lead Land Manager (East) and Lead Land Manager (West), Senior Countryside Ranger (Gloucestershire City Council) and Lead Wilder Landscapes

Liason with: Chief Executive, other Senior Management Team (SMT) members, Evidence and Connected Landscapes team members, Engagement and Fundraising Team members, key Governance agencies, landowners and other external stakeholders/partners.



Large blue © Billy Heaney



# Introduction to the role

This is a key role in Gloucestershire Wildlife Trust's Senior Management Team, leading the development and delivery of our ambitious work across GWT's Nature Recovery Zones both inside and outside our estate. The role will lead our nature reserve management and our work with other landowners within our Nature Recovery Zones utilising evidence in setting policies for our reserves, leading the adaptive management process and expanding the impact of our Nature Recovery Zones for the benefit of wildlife and people in Gloucestershire.

We are looking for a motivated and entrepreneurial manager to maximise opportunities on nature reserves and ensure that the Trust demonstrates best practice in all areas of land management. We want the postholder to act as an ambassador for our Nature Recovery Zone approach, successfully integrating GWT nature reserves with our Nature Recovery Zone work programmes and projects, where our nature-rich reserves form part of larger ecological networks and aid wildlife adaptation to climate change. The role will work with both internal and external partners to secure income generation for our work through traditional mechanisms such as stewardship and grants and also opportunities provided by other mechanisms such as green finance.

We are looking for a proactive partnership builder with a strong grounding in land management who can extend and develop the scale of our work by working closely with others. This is a significant and strategic management challenge and the postholder will be expected to develop and support all staff who are responsible for land management, as well as managing related budgets.



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# Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife.

We aim to play a central role in tackling the ecological and climate emergencies in Gloucestershire, working closely with local communities and our partners. This needs 30% of the land supporting nature's recovery by 2030 and unlocking the potential of nature-based solutions to mitigate and adapt to the impacts of climate change. By working in partnership with farmers and landowners and building on evidence gathered through the nature recovery network, we aim to create ten Nature Recovery Zones where wildlife will thrive alongside food production. These will cover over 60,000 hectares, including increasing our own nature reserves from 1,100 to 1,700 hectares. Alongside this we will collaborate on large scale cross-boundary ecosystem restoration projects and smaller scale wildlife enhancement and nature highways in urban neighbourhoods. We will inspire communities to influence decision makers and drive forward change in their own neighbourhoods.

Nature's recovery depends on the Gloucestershire's people. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment. We want to make nature more inclusive by reaching 1 in 4 people and ensuring more people have access to nature on their doorstep. We want to empower at least 20,000 people to take meaningful action for nature, particularly by harnessing the energy of our volunteers and young people.

Our purpose is a simple one – to ensure nature's recovery together with the people of Gloucestershire.

Our vision is for a natural world in recovery, where nature-based solutions are tackling the climate crisis and people are taking action for wildlife

Our priorities are outlined in our Strategy 2030.



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# Gloucestershire Wildlife Trust Values

At the Gloucestershire Wildlife Trust, we believe in supporting and caring for all our colleagues with honesty. We are rooted in our communities and our aim is to make nature inclusive for all. We pride ourselves in being champions for wildlife, advocating passion and pioneering sustainable methods for nature's recovery.

Our values reflect each of us being:

**A CARING COLLEAGUE** – supportive and honest

Behaviours: We are considerate, honest and fair. We make time for each other and actively listen to others concerns or barriers before responding and finding solutions together.

**ROOTED IN OUR COMMUNITIES** – making nature inclusive

Behaviours: We respect each other's views and recognise and value our different backgrounds and lived experiences.

**CHAMPIONS FOR WILDLIFE** – passionate and pioneering for nature's recovery

Behaviours: We have an urgency for action. We are open to new ideas, encouraged to take risks together, finding creative solutions and learning from our mistakes.

ARC symbolises the values we stand for, we have a shared culture with smooth connections between all parts of our organisation, creating an infinite circle of life and wellbeing for our countryside.

Gloucestershire Wildlife Trust expects its staff, paid and unpaid, to carry out their duties in a way which consistently exceeds the regulations and expectations of society at large in matters ethical and environmental. The Trust will ensure that its staff receives appropriate training and development opportunities based on a documented personal annual appraisal.



# Outline of main responsibilities

- Work with the Director for Nature's Recovery on delivering work that progresses our ambitious strategy within our Nature Recovery Zones. This will include developing and implementing our Nature Recovery Zone visions, delivery plans and the acquisition and withdrawal strategies for our nature reserves.
- Lead, develop and support the staff team responsible for land management, either on GWT nature reserves or those working with other landowners in our Nature Recovery Zones, ensuring that there are clear reserve management plans and a robust suite of codes of practice for all site activities.
- Support the development of our farm advisory service, strengthening connections with our Nature Recovery Zones and major projects work.
- Develop and maintain key landowner and stakeholder relationships in and around our reserves, supporting the delivery of our Nature Recovery Zone visions.
- Be responsible for agreements, leases and legal issues for nature reserves, including agri-environment and other funding agreements as appropriate.
- Working with the evidence team, ensure that reserve management plans capture the use of natural processes and that the evidence from species surveys, monitoring and assessments is fed back in to the reserve planning process.
- As required, provide a senior voice for nature in the GWT Senior Management Team, Ecological Advisory Group, Board of Trustees and others.



# Outline of main responsibilities

- Identify and provide input into opportunities for raising the profile and support of the Trust when managing nature reserves and working with Nature Recovery Zones including the recruitment of members, identification of potential funders and media opportunities.
- Oversee the budgets for our nature reserves, projects, work programmes and other income generation within the area of responsibility.
- Ensure that robust and sustainable budgets are set in the financial planning of the Trust's land management programmes, and that financial performance is effectively managed and monitored so that its targets are met or exceeded, and its programmes are delivered on time and within budget.
- Work with the engagement and fundraising team to develop and implement a funding strategy to sustain and, where possible, enhance the range and scale of the trust's land management work into future years.
- Ensure all nature reserve activities comply with health and safety legislation.

## General

- Maximise the potential of people involvement in nature reserves, including physical access, events and learning opportunities.
- As a member of the Senior Management Team, make an effective contribution to the overall planning, management and development of the Trust.
- Keep your personal skills and knowledge up-to-date with best practice elsewhere, and keep in touch with cutting-edge developments in ecological land management.
- Carry out other duties as are from time to time required by the Director for Nature's Recovery or Chief Executive.



# Person Specification

## Qualifications:

### Essential

- Full driving licence
- Access to own vehicle

### Desirable

- Degree or equivalent qualification in conservation, ecology or related discipline, or demonstrable experience.

## Experience and knowledge:

### Essential

- Extensive experience of developing and managing nature reserves and/or wider landscape projects
- Proven experience of developing and managing a staff team
- Extensive experience of practical land management
- Experience of budgeting and budget management
- Experience of administration of land management grants
- Experience of developing land management plans
- Experience of ecological surveying and monitoring
- Ability to develop relationships with stakeholders to establish trust and credibility
- Experience of ensuring health and safety compliance and in developing codes of practise
- Understanding of protected species legislation



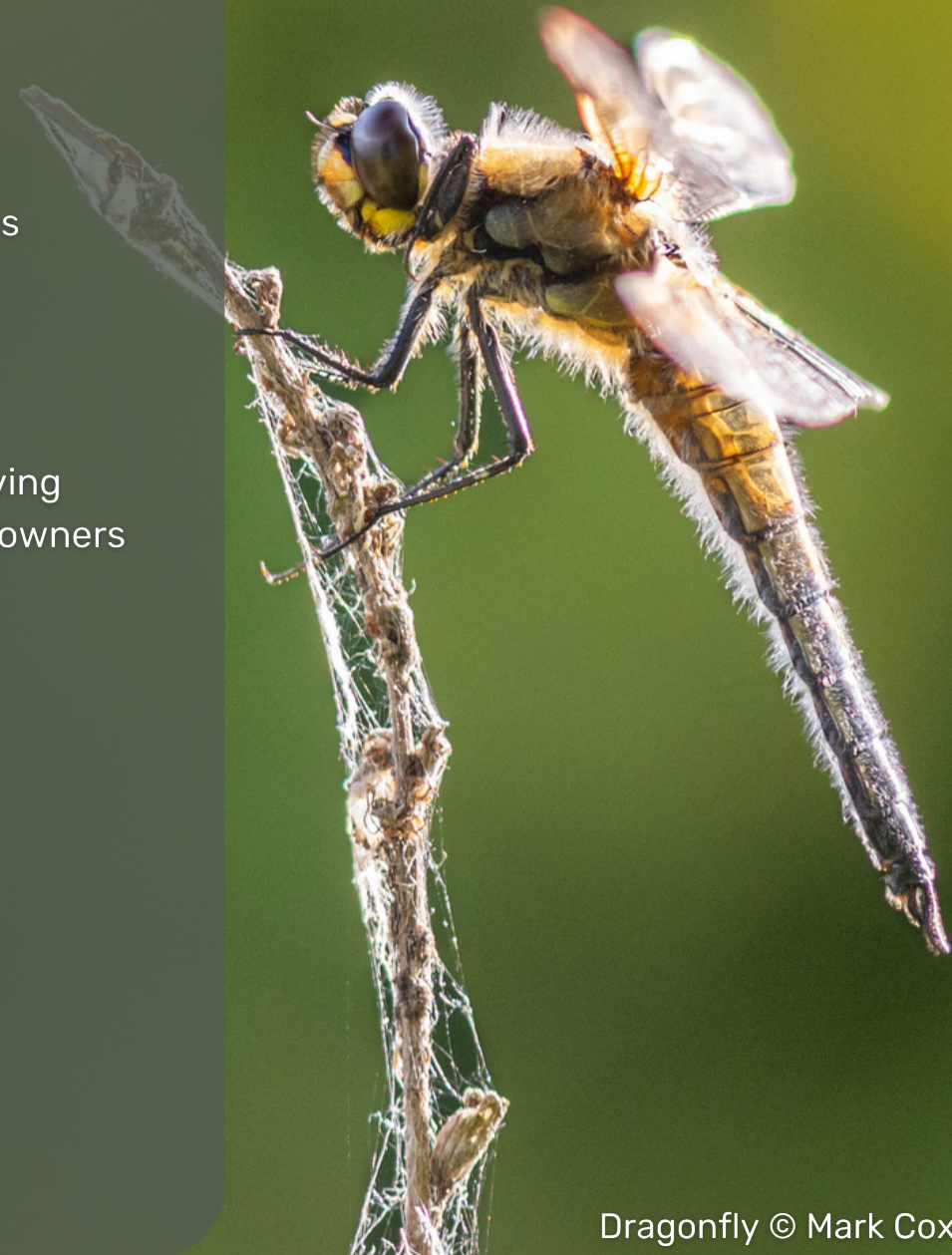


# Person Specification

## Experience and Knowledge:

### Desirable:

- Experience of favourable condition monitoring of nature reserves
- Experience of working with statutory agencies
- Proven ability of working with volunteers
- Excellent ecological knowledge including species identification
- High degree of initiative
- Personal commitment to nature conservation and sustainable living
- Knowledge of challenges and pressures facing farmers and landowners
- Experience of providing advice to farmers and land managers







# Person Specification

## Skills

### Essential

- Excellent communication skills
- Excellent team working skills – creating a shared sense of purpose and commitment
- A desire to develop and challenge to meet the needs of the future
- Innovative approach to land management
- Understanding of economic factors associated with land management
- Entrepreneurial approach to land management challenges
- Empathy with volunteers and their needs
- Pragmatism, tact and diplomacy
- Proactive approach
- Highly flexible
- Comfortable with change
- High level of integrity
- Experience of using Arc/QGIS and CMSi or similar

### Desirable

- Ability to use more complex IT packages and programmes such as Monday.com or equivalent.

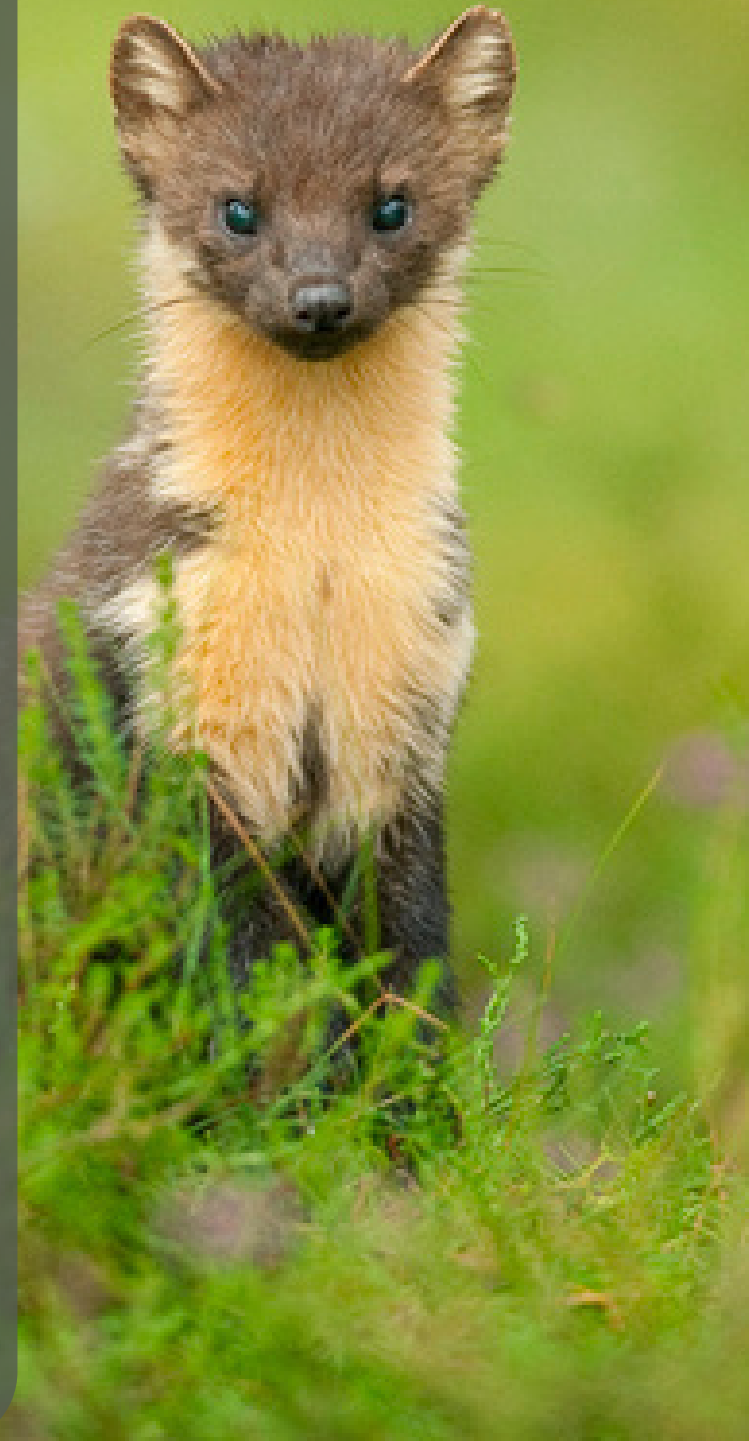




# Person Specification

## Qualities:

- Passionate about the importance of wildlife and the natural environment and understand the links to the health and sustainability of the planet's climate and eco-systems.
- Passionate about promoting ecological land use and natural processes as part of the solution, e.g. natural flood management
- Self-disciplined, self-motivated and self-confident.
- Enthusiasm for staying at the cutting edge.
- Tenacity and determination to develop new ideas and approaches, and see them through to successful conclusions.





# Terms of Employment

This is a permanent full-time post (35 hours per week) and is subject to a six-month probationary period. Due to the nature of the Trust's work, occasional evening or weekend work may be necessary for which time off in lieu is given.

We offer a rounded benefits package to include life insurance of three times salary, a contributory pension scheme with generous employer contributions and an employee assistance programme. The postholder is entitled to 21 days paid leave per year pro rata (rising to 30 days through service) in addition to public holidays and Christmas closing period as well as two volunteering days. Other discounts and benefits are available too.

Our office facilities are at Robinswood Hill Country Park in Gloucester. Your manager will provide details and agree your office/home/other working arrangements.

It is the nature of the work of Gloucestershire 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 are undertaken, including providing cover for absent staff in order to maintain organisational effectiveness.

As part of its commitment to investing in its people, GWT trains and supports its staff in the delivery of their duties. Advice will be given in drawing up a personal development plan and all suggestions considered according to resources available and the over-riding priorities of the Trust. An appraisal process is carried out every year.

The post holder will be consulted by the Chief Executive prior to any proposed major changes to duties and responsibilities and reasonable notice will be given before implementation.



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# Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff, whether temporary, part-time or full-time; ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination. A full copy of the policy is available on request.





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# How to apply

To make an application, please complete an online application form on our website by midnight on Sunday 28 January 2024.

Interviews will be held in person on 7 February 2024.

Thank you for your interest in this position and we look forward to receiving your application.

