

## Head of Landscape and Recovery

Lead the development and delivery of a programme of large landscape scale projects for Gloucestershire Wildlife Trust within the county and cross border. Use evidenced to inform project development that enables delivery towards our ambitious strategy. The role will support a team of project managers and develop cross sector partnerships to ensure delivery at a landscape scale to support our 30 by 30 target. In order to achieve the level of ambition the role will help secure project funding via a range of delivery mechanisms including leading on opportunities for green finance.

Salary: £41,000 - £45,000 per annum full-time starting salary

Responsible to: Director for Nature's Recovery

Responsible for: Team of project managers and project delivery staff currently:

- Ecosystem Recovery Manager
- Lead Farm Advisor
- Treescapes Project Manager
- Contractors

Liason with:

The role works cross organisationally but particularly with the Director for Nature's Recovery, colleagues in the Evidence and Land Management teams, and those in Engagement & Fundraising especially the Funding Development Manager and Head of Supporter Development. The role works at a strategic level in GWT, with regular Executive Board and Board of Trustees engagement, and will also manage significant senior-level relationships outside the organisation.



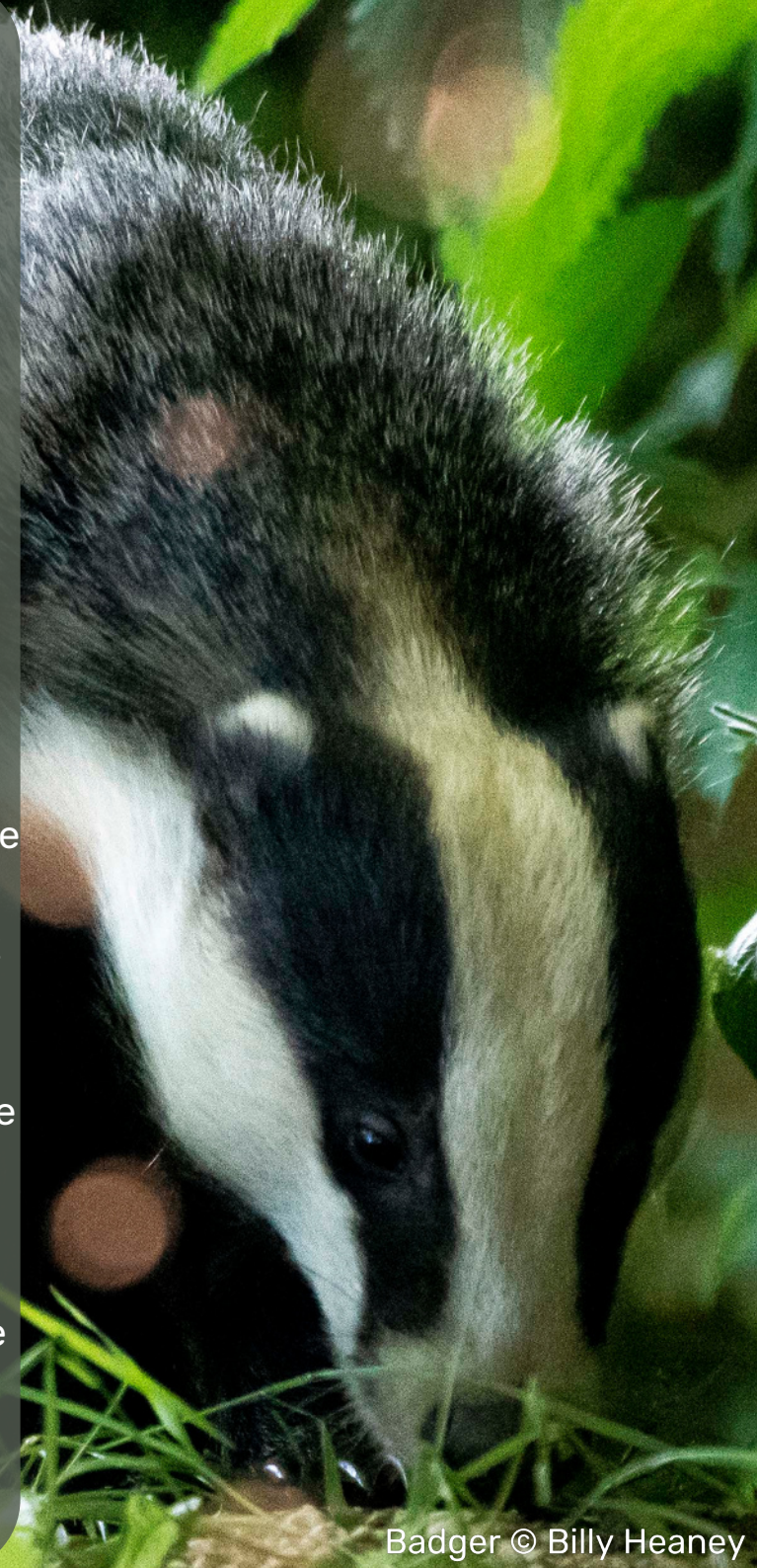
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# Introduction to the role

Gloucestershire Wildlife Trust's mission is to connect and improve Gloucestershire's wildlife and wild places and one of our key strategic objectives is 'to create bigger, better and more connected places' where wildlife can thrive. We cannot achieve this on our own, so we need to work with other landowners and partners to create, restore and manage wildlife habitat beyond our own estate.

The role is focused on the development and delivery of a programme of projects across the county. The Head of Landscape Recovery works closely with the Head of Nature Reserves who is responsible for the work in on our own estate and the associated nature recovery zones. The Head of Landscape Recovery predominantly works across the rest of the county to guide the collaborative development and delivery of visionary, large-scale projects that enable us to deliver our ambitious 2030 Strategy to secure nature's recovery.

This person will be an entrepreneurial leader who understands and can secure delivery through emerging financial mechanisms, such as the existing Biodiversity Net Gain and carbon credits schemes and other emergent biodiversity or ecosystem service credit schemes, alongside and integrated with more traditional funding mechanisms. The role will lead on green finance on behalf of the organisation and promote knowledge and understanding of new green finance funding streams opportunities within and across directorates.



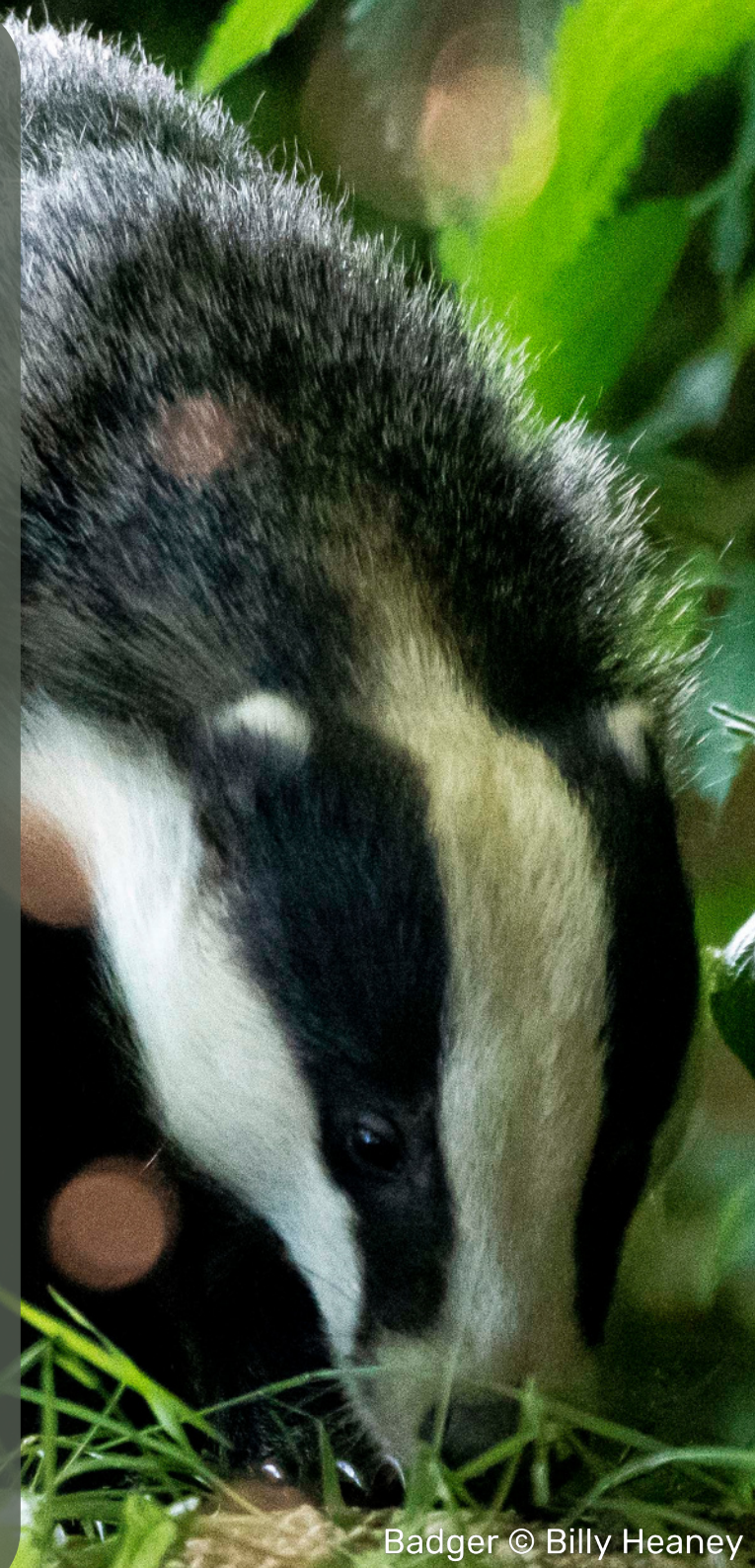


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As the lead for large landscape scale projects, the role will have an important internal role to play in ensuring that our project management tools are fit for purpose in providing a structure that is suitable for our ambitions around large scale, high value and multi-partner projects.

With considerable project management and project governance experience, the role will develop and oversee the Trust's work in the wider landscape. They will provide leadership and support their expert teams in developing and delivering projects with a wide variety of partners and landowners, guiding the team towards strategically significant projects and ensuring that projects are delivered at a scale necessary to achieve our ambitious targets for nature's recovery.

This is a new role to develop our programme of landscape scale projects and support senior project managers already working on a broad range of Nationally significant projects. The role will be part of the Directorate leadership team working openly and collaboratively to ensure the Directorate builds on its strong foundations. In addition, the role sits on the Senior Management Team for GWT and will help direct and support the wider Trust in this strategic role.



Badger © Billy Heaney



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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 own and manage more than 60 nature reserves across the county, all of which offer free access for visitors. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment.

Our mission is a simple one – to value nature. Our ambition is to restore, recreate and reconnect Gloucestershire's wild places. We want everyone in Gloucestershire to value, enjoy and share the natural world.

Our priorities are outlined in our Strategic Plan: Wild Places, Natural Solutions – <http://www.gloucestershiREWildlifeTrust.co.uk/about-us/who-we-are/strategic-plan>

Our vision is ambitious, but we believe we can deliver it by:

- Creating bigger, better, more connected wild places where people and wildlife can thrive
- Inspiring more people and communities to take action for wildlife
- Leading on 'natural solutions'; championing the value of what wildlife can do for us
- Growing our resources, influence and reach to shape a strong, resilient organisation

Gloucestershire Wildlife Trust manages over 2,500 acres of land, from wetlands in the Severn Vale and heathland in the Forest of Dean, to limestone grasslands in the Cotswolds and a large ancient woodland at Lower Woods in South Gloucestershire. In addition to our community programmes, we have a vibrant programme of work outside our reserves, supporting farmers and landowners to deliver bigger, better and more connected landscapes where wildlife can thrive.

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.



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# Gloucestershire Wildlife Trust Values

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.

# Outline of main responsibilities

## Managing and Developing the Landscape Recovery Team

- Leading and developing an inclusive and pioneering team that develops and delivers large-scale projects across a range of disciplines.
- Maintaining effective budgetary control. Take responsibility for the budgets your teams manage, setting and reviewing budgets with the Director for Nature's Recovery and in consultation with the team.
- Be accountable for the effective implementation of the corporate Delivery Plan in relation to the Landscape Recovery team.
- Develop and secure funding to finance the work of the team, supporting the growth of income-generating activities where relevant.
- Support the development of our farm advice function, ensuring that teams across the organisation support the growth and development of our reputation within the farming and land management community.
- Support the team to enable them to engage farmers, growers and landowners to reduce their impact on the environment through nature-based management practices, funding and support.
- Maintain an understanding of the developing science and knowledge in relation to landscape-scale ecosystem recovery, alongside knowledge of emergent opportunities through green finance.

## Landscape scale delivery

- Lead nature recovery programmes at a landscape scale outside of GWT's estate.
- Develop and lead projects and programmes that achieve GWT's targets for nature recovery helping meet the priorities of our Strategy for 2030
- Identifying opportunities to work with farmers and landowners at scale in order to meet our ambition for 30 by 30 in the county.
- Innovate to grow our reputation and secure funding through green finance opportunities
- Oversee the delivery of targets for wetland, woodland and species-rich grassland in a wilder landscape.
- Identify and oversee the delivery of Nature Based Solutions projects, which address the climate and nature crises.
- Oversee the delivery of species-specific programmes where critical support is needed to bring our wildlife back.



## Policy and advocacy

- Work with partner Wildlife Trusts, Statutory Agencies, NGOs, landowners and businesses to secure project development and delivery at pace and scale.
- Develop strategic relationships with a range of key stakeholders that will create more space for nature on other people's land.
- Develop strategic relationships with a range of key stakeholders that will fund the elements required to deliver our strategy on other people's land.
- Represent the Trust in the media, among key stakeholders and at public events.
- Attend as required GWT's Ecological Advisory Group, an advisory panel to the board of Trustees . Attend meetings of the Senior Management Team.
- Contribute to collective departmental decision making, creating opportunities and managing risk.
- Design and implement measures to monitor performance and impact against strategic goals.





## Qualifications:

### Essential:

Minimum undergraduate degree or equivalent qualification in conservation management, ecology or related discipline, but postgraduate qualification desirable.  
Full driving licence.

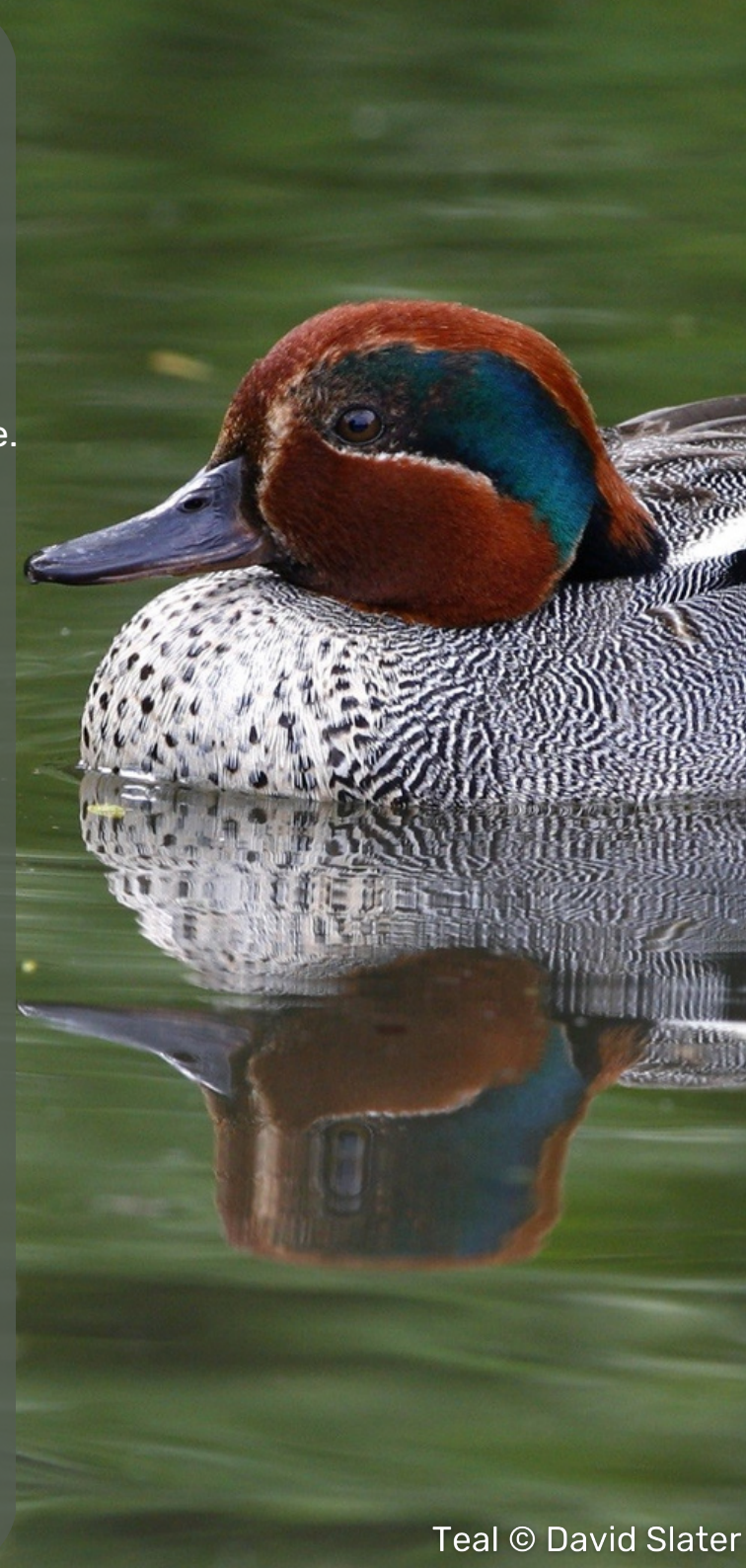
### Desirable:

Project or Programme management qualification e.g. PRINCE2, MSP or similar.

## Skills:

### Essential

- Excellent project development and delivery skills in a relevant setting
- Able to produce high quality reports and business cases
- A problem solver, resilient in the face of setbacks and challenges.
- Ability to support project managers delivering a diverse range of projects and represent GWT on Project Boards
- Able to exercise effective judgment with constrained timescales and resources
- Highly organised, with strong work planning skills and proven ability to meet deadlines
- Excellent communication and cross team working skills
- Ability to build trust and positive working relationships internally and externally with a range of colleagues, stakeholders and audiences
- Excellent networking, negotiation and relationship management skills
- Excellent staff management skills.





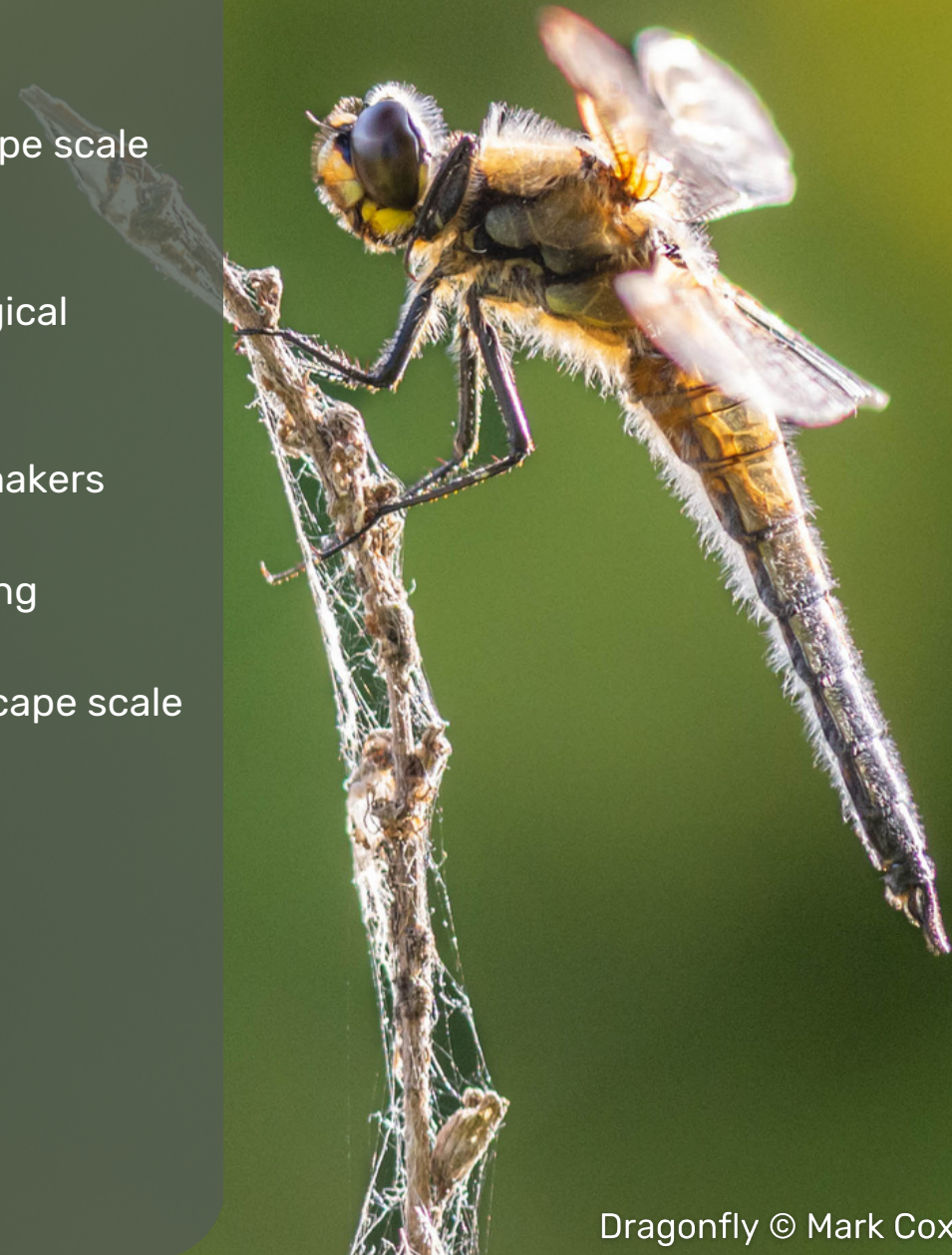
## Experience and knowledge:

### Essential:

- Demonstrable experience of developing and delivering landscape scale biodiversity or ecosystem services projects.
- Extensive experience of multi-agency partnership working.
- Extensive knowledge of adaptive land management and ecological enhancement techniques
- Well-developed understanding of green finance opportunities
- Experience of engaging and influencing leaders and decision makers
- Experience of working with private landowners
- Experience of managing complex budgets and external reporting
- Experience of managing externally funded projects
- Experience of securing funding from diverse sources for landscape scale projects
- Experience in a senior strategic level management role.
- Experience of managing large diverse teams

### Desirable:

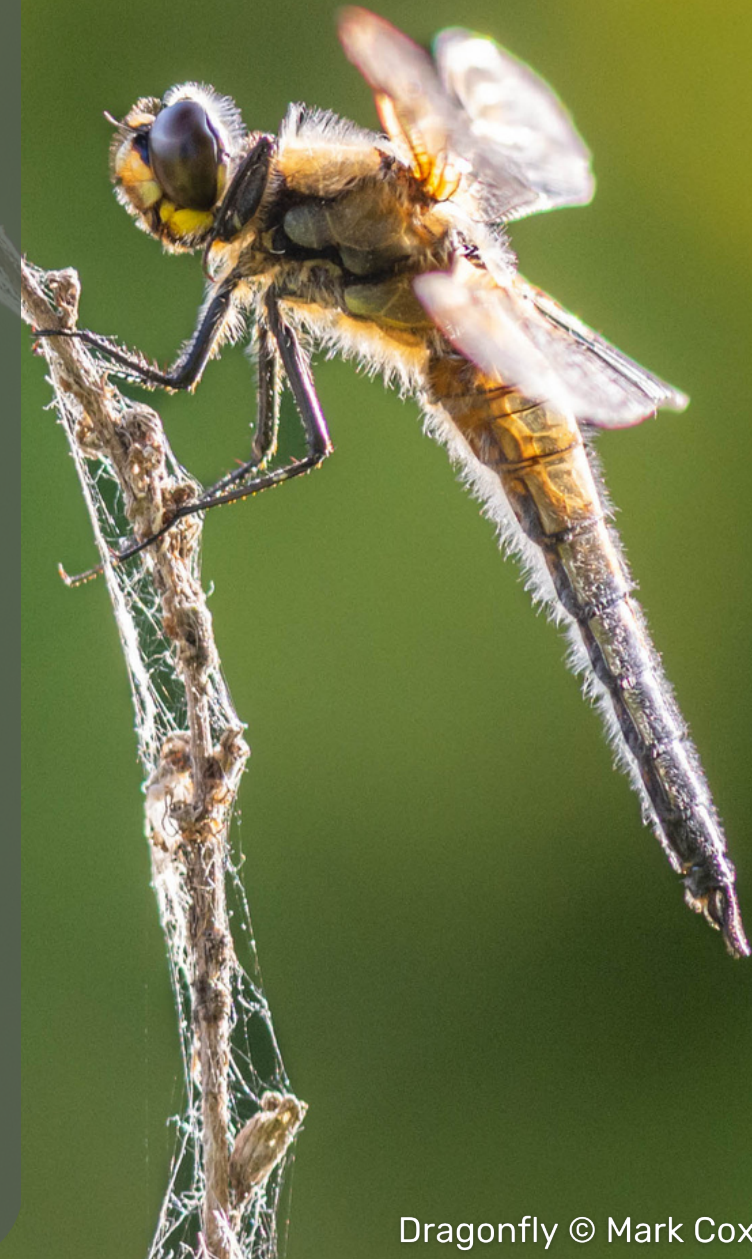
- Knowledge of GIS
- Experience of citizen science projects





## Qualities:

- Ability to influence high performing teams through building and supporting a diverse workforce and nurturing talent.
- Working in partnerships displaying tact, empathy, understanding, diplomacy, confidentiality, and discretion, with an ability to work with a wide variety of people at all levels
- Innovative, solutions-focused and able to inspire organisations to collaborate
- Passionate about the importance of wildlife and the natural environment to the health and sustainability of the planet's climate, ecosystems and people
- Self-disciplined, self-motivated and self-confident
- •Enthusiastic, and dedicated
- •Good attention to detail
- Proactive, highly flexible and comfortable with change





# 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. Hybrid working is encouraged allowing the role to work remotely, but there is an expectation of a presence for team working and meetings for at least two days a week, your working pattern to be agreed with your line manager.

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 19th May 2024.

Interviews will be held Thursday 13th June 2024.

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

