

Director of Nature Recovery

Appointment Brief | December 2023



Welcome



Thank you for your interest in joining the new Executive team at Wiltshire Wildlife Trust at a pivotal time for securing nature's recovery.

I joined Wiltshire Wildlife Trust as the new CEO in August, having directed policy and strategy for the Soil Association for the last eight years. I had looked on The Wildlife Trusts movement for some time with growing admiration and no small degree of envy. To be so rooted in what matters to local communities, so dynamic in developing nature-based solutions across the movement, and so effective at calling Governments to account at the national level... it's a winning combination. And it needs to be, of course, now more than ever.

Wiltshire Wildlife Trust has a stunning network of nature reserves and an outstanding track record in connecting people with nature. Our pioneering Care Farms and Wellbeing programmes are bringing nature into the lives of those who most need its healing power.

Our new Wilder Wiltshire Strategy to 2030 commits us to collaborating and securing finance to achieve nature's recovery in the wider landscape beyond our flagship reserves and estates.

We are looking for a dynamic and experienced Director of Nature Recovery, who can help drive forward our ambitious strategy. You will have the vision and motivational skills to lead three talented teams: our unique Water Team, leading large-scale end-to-end Nature Based Solution projects; our Nature Recovery team with deep expertise in Biodiversity Net Gain and a leading role in the pioneering Bristol Avon Catchment Market partnership; and our Record Centre securing the evidence base with ecological data services and GIS mapping.

You will have the commercial aptitude to secure income alongside impact and develop a new integrated consultancy offer for the Trust. You will have the vision to develop compelling propositions for landscape-scale nature recovery. You will have outstanding collaboration skills and the desire to engage in strategic partnerships for Nature's Recovery, including the Local Nature Recovery Strategy Steering Group, the Wiltshire Chalk Partnership and the Trust's Wylde Chalk Stream Project, which was successful in Round 2 of Defra's Landscape Recovery programme.

If you have the passion to make a difference and the skills and experience we need, then I very much look forward to hearing from you.

Jo Lewis, CEO
Wiltshire Wildlife Trust



Who we are

We are part of The Wildlife Trusts

We are a Federation of 46 local independent charities working across the UK to create a wilder future. Nationally we have 900,000 members and manage 2,300 nature reserves.

Wiltshire Wildlife Trust was founded in 1962 and is today the leading charity in Wiltshire and Swindon working to achieve nature's recovery and a sustainable future for wildlife and people.

We employ over 140 staff and are supported by more than 1500 volunteers and **23,000 members**.

We manage 44 nature reserves across Wiltshire and Swindon, including wetland, woodland, meadow and chalk downland habitats.

We have two Nature Centres with cafés, where people can come and enjoy spectacular wildlife views whilst enjoying locally-sourced food and drink.

We also have two Care Farms, helping children with additional needs through therapeutic nature-based activities.

Our farming enterprise manages over 650 cows and sheep, from three farm hubs, which keep our grasslands healthy and species-rich through grazing.

We have over £15 million of assets and annual income of around £7 million.

Our Vision is a sustainable future for wildlife and people.

Our Purpose is providing leadership, driving nature's recovery, connecting all generations with nature and empowering them to take meaningful action for nature and the climate.





Our area

Wiltshire Wildlife Trust's work covers the unitary authority boundaries of Swindon and Wiltshire.

Wiltshire is a farming county: 80% of the land is farmed, with significant opportunities for farmers and landowners to lead nature's recovery at scale. There is an active network of farmer clusters across the county, keen to explore the opportunities for nature-friendly farming.

Swindon is the fastest growing city in Europe, with a diverse population. Wiltshire is also home to some fast-growing market towns such as Chippenham, Trowbridge and Melksham, making it vital that new housing developments achieve a net gain in biodiversity and that green infrastructure is created to ensure everyone is within 15 minutes' walk of natural greenspace.

Two thirds of Wiltshire lies on chalk.

Wiltshire has half the UK's surviving species-rich chalk grassland, some 18,000 hectares, helping to make it one of the best places in the UK for butterflies. The Wiltshire and Hampshire Avon, with its sparkling chalk-stream headwaters, is one of the most biodiverse river systems in the UK. Wiltshire Wildlife Trust is a founder member of the Wiltshire Chalk Partnership, which aims to create at least 2000 hectares of new habitat to connect and enhance Wiltshire's ecologically and culturally significant chalk landscape.

Wiltshire is also rich in ancient woodland, including one of our newest acquisitions, Great Wood in the Braydon Forest.



Our strategy

Creating a Wilder Wiltshire

We face an ecological and climate emergency that is already impacting the three pillars of sustainable living: nature, people and our economy. We want to see an increased abundance of nature, experienced by people in their daily lives. In Spring 2023, we launched our new seven-year strategy, which builds on our achievements to restore nature rapidly at scale, and inspire people to live more sustainably.

Our goals

1

Nature will be in recovery

By 2030, Wiltshire and Swindon's habitats, species and natural processes will be in recovery and 30% of land will be well managed for nature. To achieve this, we will lead by example by:

- Doubling the area of land, rivers and wetlands well managed for nature in Wiltshire and Swindon to 30%.
- Restoring species abundance and diversity across Wiltshire and Swindon.
- Restoring natural processes on our land and in rivers.

2

People will be taking action

By 2030, people will be taking informed and meaningful action for nature and the climate and benefiting from having nature in their lives. To achieve this, we will:

- Empower 1 in 4 people to take significant and transformative action for nature.
- Help improve the health and wellbeing of people through their engagement with nature.
- Provide opportunities for all children and young people in Wiltshire to experience the joy of nature and kindle a lasting interest in wild places.

3

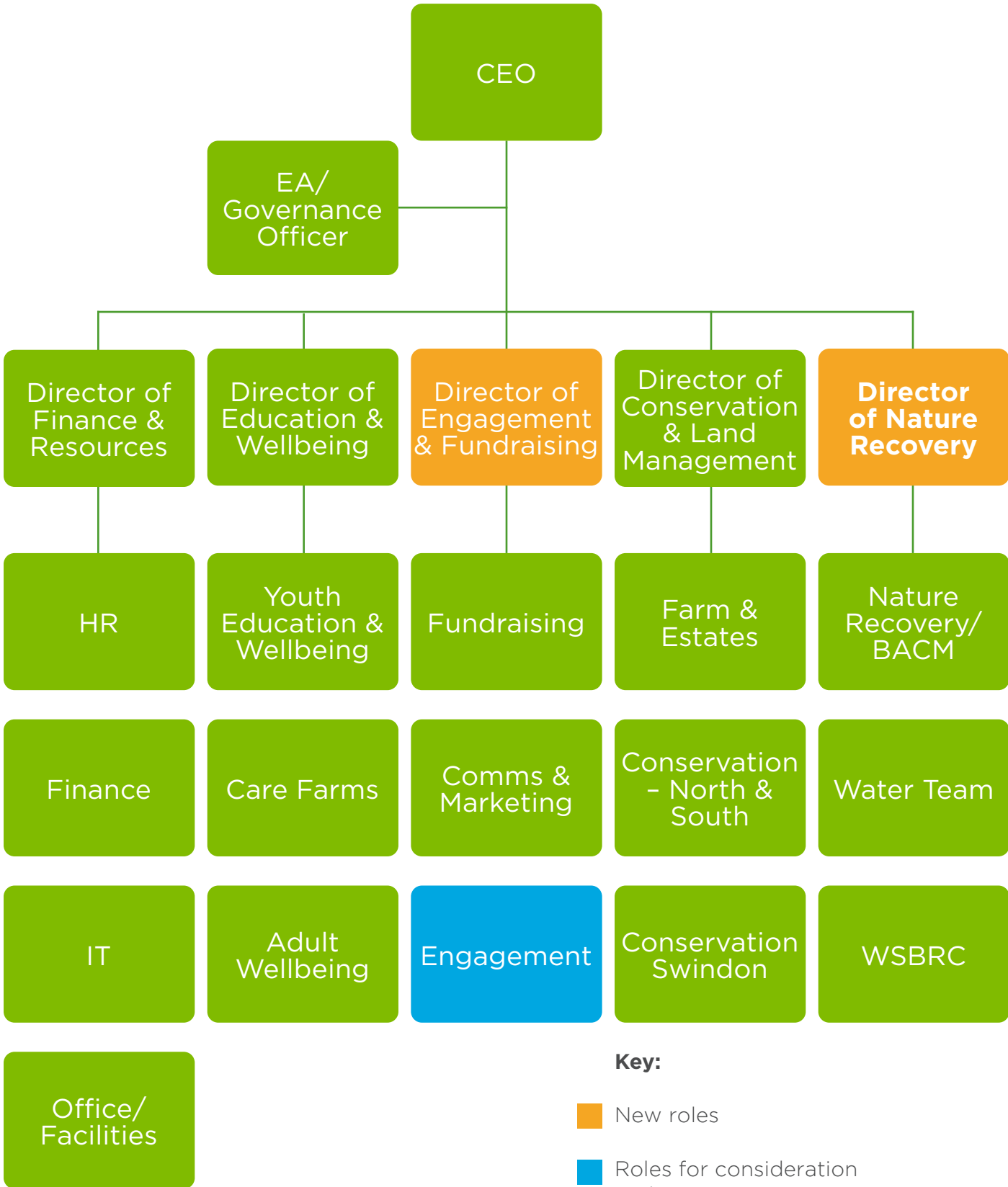
Nature will be valued

By 2030, nature will play a central and valued role in helping to address local, national and global problems. To achieve this, we will:

- Get nature and climate at the heart of decision making.
- Create and promote nature-based solutions with partners to address the climate and nature emergencies.
- Support sustainable, healthy, productive and resilient ecosystem services across Wiltshire and Swindon.

To read our strategy in full, visit: www.wiltshirewildlife.org/strategy

Organisation chart





Role profile

Job title: Director of Nature Recovery

Salary: £55-60,000 per annum

Reports to: CEO

Line management: Head of Nature Recovery, Head of Water Team, Head of Wiltshire & Swindon Biological Records Centre.

Contract: Permanent

Hours: Full time (37.5 hours per week) or 0.9FTE, with occasional evening or weekend work for which time off in lieu is given. Driving licence and some use of own vehicle is required for travel and occasional overnight stays.

Location: Head Office in Devizes with flexible and hybrid working.

Purpose of the role

- 1.** To accelerate nature's recovery across Wiltshire and Swindon through innovation, securing finance and engaging in strategic partnerships, setting the Trust on course to achieve Goals 1 and 3 of our new Wilder Wiltshire Strategy to 2030.
- 2.** Provide clear, values-based organisational leadership as a key member of the Executive Team and trusted advisor to the CEO.
- 3.** To oversee project delivery by, and lead the ongoing strategic development of, the Water Team, Nature Recovery team and Wiltshire & Swindon Biological Record Centre (WSBRC).
- 4.** To lead the development through partnerships of a pipeline of investible landscape-scale projects for nature's recovery.
- 5.** To identify new work streams and commercial opportunities to help nature's recovery, including leading the development of a new, integrated consultancy offer for the Trust.
- 6.** To lead engagement with farmers and landowners and facilitate development of an incentive framework for nature-friendly farming, including via environmental service markets, building on the Trust's leadership role in the pioneering Bristol Avon Catchment Market partnership.
- 7.** To lead and develop WWT's strategic approach to mobilising data and evidence in support of nature's recovery beyond our own reserves and estates.

Key objectives

Leadership as member of Executive Team

- Provide clear, values-based organisational leadership as a key member of the Executive Team and a trusted advisor to the CEO. Model our leadership values and behaviours at all times.
- Ensure an environment is created within which all our staff feel motivated, valued and supported to bring their best to the Trust.
- Provide strategic leadership for the directorate and across WWT, taking responsibility for collective decision making, creating opportunities and managing risk.
- Accountable for achieving clear delivery targets for directorate and for shared targets across directorates.
- Represent WWT at external meetings, conferences, events and in the media.
- Management and development of a growing team to support strategy implementation, including overseeing work plans, budgets, and performance management.

Strategic partnerships and finance for Nature's Recovery

- Influence the strategic direction of Wiltshire's Local Nature Recovery Strategy and Local Nature Partnership.
- Build effective strategic partnerships for nature's recovery with local authorities, businesses, universities and other key charities operating in Wiltshire and Swindon.
- Represent the Trust on the Wiltshire Chalk Partnership which aims to achieve

at least 2000 hectares of new habitat to connect and enhance Wiltshire's culturally and ecologically significant chalk landscape.

- Oversee the development of, and fundraising strategies for, new multi-stakeholder landscape-scale initiatives for nature's recovery, including the Wylde Chalk Stream Project which was successful in Round 2 of Defra's Landscape Recovery programme.
- Lead the development of new strategic corporate partnerships for nature's recovery, working closely with the Director of Engagement and Fundraising.
- Oversee the Trust's engagement in Planning, including screening strategic planning applications, Local Plans, Supplementary Planning Documents and influencing the LPA approach to Biodiversity Net Gain.
- Develop and maintain strong, supportive relationships with other Wildlife Trusts and the Royal Society for Wildlife Trusts.

Oversight of Nature Based Solutions teams and development of an integrated consultancy offer

- Lead the strategic development of our market-facing teams, identifying new work streams and commercial opportunities to help nature's recovery. These teams include the Water Team (specialising in end-to-end delivery of nature based solutions), Nature Recovery Team (specialising in Biodiversity Net Gain) and Wiltshire & Swindon Biological Record Centre (specialising in data services and GIS mapping solutions).

Key objectives

- Oversee project delivery at all scales, including capital works, surveys and citizen science; health and safety and environmental protection relating to project delivery; materials and equipment storage, maintenance and safe use; and procurement of suppliers, consultants and contractors for project delivery.
- Lead business planning for, and development of, a new integrated consultancy offer that meets the needs of key strategic clients in a way that facilitates nature's recovery.
- Lead and manage the development, monitoring and adjustment of operating budgets to achieve profitability, including meeting income generation targets through a diverse range of income streams.
- Oversee the Trust's approach to risk mitigation associated with our consultancy offer.
- Oversee the development of a Demonstration Site for Biodiversity Net Gain 'habitat banks' and wider environmental services, that will build the confidence of farmers and landowners to participate in and benefit from these markets in the context of a nature-friendly farming approach.

Data and evidence for nature recovery

- Lead the Trust's strategic approach to science, data and evidence to inform delivery, advocacy and monitoring progress for nature's recovery, working closely with the Head of WSBRC and the Director of Conservation and Land Management.
- Oversee the strategic development of Wiltshire and Swindon Biological Record Centre as the first choice partner for data and mapping services to achieve nature's recovery in Wiltshire and Swindon.

Farmer engagement and environmental services markets

- Lead the Trust's engagement with farmer clusters across Wiltshire and Swindon, supporting them with insights and access to funding to enable a resilient and profitable pathway to nature-friendly farming.
- Lead the Trust's strategic approach as founding partner of the Bristol Avon Catchment Partnership, with EnTrade and Avon Wildlife Trust, facilitating participation by landholders and contributing to the continued development of this world-leading, high integrity approach to driving investment in nature.

It is the nature of the work of Wiltshire 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 must be undertaken, including providing cover for absent staff to maintain organizational effectiveness.

Person specification

Leadership and management skills and experience

- Track record of achievement of at least 5 years in a senior strategic-level management role.
- Demonstrable experience in business development, income growth and change management.
- Demonstrable strategic and operational planning, budgetary management and reporting skills including the ability to integrate income and expenditure budgets for multiple cost centres and control performance against them.
- Ability to multi-task, manage several projects independently, and exercise effective judgment with constrained timescales and resources.

Specialist knowledge, skills and experience

- Strong analytical and critical thinking skills evidenced by a degree level qualification preferably accompanied by a post-graduate degree or qualification or comparable experience in a discipline relevant to the role.
- Experience of developing and delivering large-scale strategic projects including securing funding, preferably through new forms of green finance.
- Strong understanding of the legal and policy framework which underpins nature recovery at local, national and international levels.

- Experience of engaging and influencing leaders and decision makers.
- Confident advocate and public speaker with experience of working with the media.
- Sound knowledge of ecological data collection, monitoring and data interpretation to inform delivery and advocacy.
- Competent in the use of standard Microsoft Office software.
- A driving licence valid in the UK.

Personal qualities

- An innovative, creative and entrepreneurial thinker.
- Exceptional levels of emotional intelligence with the ability to build strong, collaborative working relationships.
- Has the initiative to identify opportunities/risks and the ability to motivate teams to successfully exploit or mitigate them.
- Passion for nature's recovery combined with pragmatism in engaging people from their own starting points.
- Flexibility and an understanding of working with hybrid and field teams and having the personal flexibility to work at weekends and in the evenings when required.

How to apply

To apply for the role, please upload your CV together with a supporting statement (of no more than 1000 words) onto the Prospectus website via the link below:

<https://prospect-us.co.uk/jobs/186806-director-of-nature-recovery>

Please ensure that you have included a telephone number, as well as any dates when you will not be available or might have difficulty with the recruitment timetable.

If you wish to apply using an alternative format please contact Prospectus on 020 7691 1920 or email:

executive.admin@prospect-us.co.uk

At Prospectus we believe passionately that a truly inclusive workplace leads to increased social impact. We are committed to supporting our clients build more inclusive teams. To understand how we are performing, we ask that you kindly complete the brief equal opportunities questionnaire when you submit your application via our website. Please be assured that your responses are kept confidential, separate from your candidate record, are not part of any application you make, and that the consultants never see individual responses to the questionnaire.

Recruitment Timetable

Deadline for applications:

Sunday 21st January, midnight

First stage interviews with Wiltshire Wildlife Trust:

w/c 29th January

Second stage in-person interviews with Wiltshire Wildlife Trust:

w/c 5th February

Queries

If you wish to have an informal discussion about the opportunity, please contact our retained advisors Jane Ray or Sam Badenoch at Prospectus on 020 7691 1920, or email:

jane.ray@prospect-us.co.uk

sam.badenoch@prospect-us.co.uk



Benefits

Wiltshire Wildlife Trust is an exemplary employer with high staff satisfaction and multiple benefits for employees.

These benefits include:

- Employer pension contribution up to 7.5%
- Group risk insurance – death in service and income protection
- 27 days annual leave (rising to 30 days after 5 years' service) plus public holidays (pro-rata)
- Staff discount at Dragonfly Cafe
- Free tea and coffee
- Head office in town centre with parking
- Cycle to Work Scheme
- Two staff wellbeing days per annum

Equal opportunities

Wiltshire Wildlife Trust is an equal opportunity employer. We are committed to developing an inclusive and diverse organisation, in which everyone feels supported, valued, and able to be their full selves. To achieve our vision of creating a sustainable future for wildlife and people, we need talented people, and more diverse people, on nature's side.

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