



Wiltshire
Wildlife Trust



Local Nature Partnership Manager

For Wiltshire and Swindon

Appointment Brief June 2025

Are you a strategic leader with the confidence to influence across sectors and the passion to drive meaningful change for nature and people?

We're seeking an outstanding individual to lead the Wiltshire & Swindon Local Nature Partnership (LNP) — a powerful cross-sector coalition driving nature recovery, climate resilience, and social impact across the region. This is a rare opportunity to shape one of the most ambitious regional collaborations in the country, bringing together local government, landowners, farmers, NGOs, health bodies, and communities to deliver real, lasting outcomes for nature and people.

You'll be the visible driving force behind the LNP's strategic direction, coordinating high-impact programmes, unlocking green finance, and championing nature-based solutions at both local and national levels. In its first year, the role will be hosted across partner organisations, offering a unique development opportunity and valuable insight into the wider environmental and political landscape.

We're open to appointing someone with strong potential who is ready to grow into the role. A structured development pathway will be available, with clear progression milestones and corresponding salary uplifts for those who demonstrate the right skills and impact.

We're looking for someone with a strong track record in building strategic partnerships, influencing policy, and delivering complex programmes. You'll be an excellent communicator and relationship-builder, confident working across sectors and at senior levels. Knowledge of conservation, environmental policy, or green finance is an advantage but above all, you'll bring energy, credibility, and a deep commitment to creating a fairer, greener future.

You'll be part of a bold, purpose-led collaboration hosted by Wiltshire Wildlife Trust and supported by a network of committed partners. You'll be working at the forefront of nature recovery in the South West, helping shape the future of Wiltshire & Swindon by turning big ideas into lasting, landscape-scale action.

Wiltshire Wildlife Trust in collaboration with:







Role profile

Job title: Local Nature Partnership Manager for Wiltshire and Swindon

Salary: £40-45,000 per annum (depending on experience)

Reports to: Director of Nature Recovery

Contract: Permanent, Full-time

Hours: 37.5 per week

Location: Elm Tree Court, Devizes, with flexible hybrid working. Hosted by Wiltshire Wildlife Trust and partner organisations during the first year

Line management: None initially, with potential for future team growth

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

Purpose of the role

The Wiltshire & Swindon Local Nature Partnership (LNP) Manager will lead and coordinate a collaborative cross-sector partnership working to drive nature's recovery and deliver wider environmental, social, and economic benefits.

This role is central to building momentum, influencing decision-makers, and forging strong relationships across local government, environmental bodies, community organisations, and businesses. It is an exciting development opportunity for someone with strong leadership and partnership-building skills to shape a high-impact regional initiative at the heart of the nature and climate agenda.

Duties and responsibilities

- Provide strategic leadership and coordination for the Wiltshire & Swindon Local Nature Partnership (LNP), ensuring it plays a central role in driving nature recovery and delivering wider environmental and societal benefits
- Act as a visible and impartial leader, aligning the LNP's work with national priorities such as the Local Nature Recovery Strategy and 30x30 targets
- Build strong, trusted relationships across sectors, including local authorities, environmental NGOs, landowners, businesses, and community organisations, to foster collaboration and shared ownership of the LNP's vision
- Influence local policy, planning, and investment decisions to embed nature recovery and climate resilience into long-term strategies
- Convene and coordinate the LNP Board, Executive Funders Group, and working groups to ensure effective governance and momentum across all partnership activities
- Lead the delivery of strategic outputs including an annual impact report and a Wiltshire & Swindon State of Nature report to inform decision-making and attract future investment
- Support the development of investible, landscape-scale nature recovery projects in collaboration with key partners
- Represent the LNP at regional and national forums, acting as an ambassador and advocate for collaborative environmental leadership
- Embrace the development opportunity of the role, which will be hosted across different partner organisations during its first year to support cross-sector learning and collaboration

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.

Person specification

Qualifications

Essential

- No formal qualifications required — we value experience, leadership, and the ability to influence and collaborate across sectors

Desirable

- Degree or equivalent experience in environmental science, ecology, sustainability, public policy, or a related field

Experience

Essential

- Proven experience of leading multi-stakeholder partnerships or strategic collaborations
- Track record of influencing senior decision-makers, policy, or investment agendas
- Experience managing projects or programmes that involve complex stakeholder environments

Desirable

- Experience in nature recovery, green finance, or environmental policy
- Familiarity with local government or the charity/NGO sector
- Experience supporting or contributing to regional or national initiatives such as Local Nature Recovery Strategies

Skills

Essential

- Excellent leadership and coordination skills, with the ability to bring diverse groups together around a shared vision
- Strong influencing and relationship-building abilities
- Clear, confident communication skills, including the ability to write persuasively and represent the partnership in high-profile settings
- Ability to manage multiple priorities and maintain momentum across complex programmes

Desirable

- Knowledge of funding and investment mechanisms relevant to nature recovery and climate resilience
- Strategic thinking and data literacy to support evidence-based decision-making and reporting

Person specification

Personal attributes

Essential

- Collaborative, diplomatic, and able to work with integrity across organisational boundaries
- Self-motivated, proactive, and adaptable, with a commitment to continuous learning
- Confident operating at both strategic and practical levels
- Passionate about nature, inclusive partnership working, and place-based change.

Desirable

- Strong network within the environmental and land management sector, including with government agencies, farming organisations and NGOs

Additional requirements

- This is a developmental role that will be hosted across multiple partner organisations during the first year to support learning, collaboration, and shared ownership
- Some travel within Wiltshire and Swindon will be required
- Flexible working options are available, including a blend of office-based and home working



Additional information

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.

Wiltshire Wildlife Trust is 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 world richer in nature, we need talented people, and more diverse people, on nature's side.

As an employee of Wiltshire Wildlife Trust you will have access to a huge range of benefits and support, including but not limited to:

- 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)
- Head office in town centre with parking
- Staff discount at Dragonfly Cafe at Lower Moor nature reserve
- Cycle to Work Scheme
- Training and development opportunities
- Employee Assistance Programme
- Two staff wellbeing days per annum

How to apply

To apply for the role, complete and submit your application form to:
recruitment@wiltshirewildlife.org

Recruitment timetable

Deadline for applications: 9am on Monday 14 July

First stage interviews: Monday 21 July

Second stage interviews: Monday 28 July

If you wish to have an informal discussion about the opportunity, please contact the Governance Officer and Executive Assistant to the CEO, Bethan Parry, on Bethanp@wiltshirewildlife.org.

