

JOB DESCRIPTION AND ROLE SPECIFICATION

Wilder Landscapes Manager

ROLE PURPOSE

The purpose of the role is to accelerate nature's recovery across Norfolk, leading a team developing and implementing a clear offer to farmers, landowners, and communities, inspiring and supporting them to adopt land management practices which recover nature at landscape scale.

Also to identify, develop and lead new projects, work streams and commercial opportunities to help nature's recovery, including collaborating on and supporting the development of a new, integrated consultancy offer for the Trust.

REPORTING TO:

Head of Wilder Landscapes

LINE MANAGEMENT OF THE FOLLOWING ROLES:

- Wilder Landscapes Adviser(s)
- Ponds Officer
- Project staff and volunteers as required

OTHER WORKING RELATIONSHIPS

Within the organisation

Directors, managers, trustees, volunteers and staff at all levels, as appropriate to the role.

Outside the organisation

Staff within other statutory agencies and voluntary organisations, landowners and conservation related external groups.

MAIN DUTIES

Team Leadership

- Provide clear, values-based operational leadership developing a high performing team.
- Model our leadership values and behaviours at all times.
- Ensure that a team environment is created where people can bring their best to the Trust, motivating staff and supporting them to develop their skills and capabilities.
- Accountable for achieving clear delivery targets for the Wilder Landscapes Team.
- Leadership and development of a growing team to support strategy implementation, developing and overseeing work plans, budgets, and performance management.

Partnership and Collaborative working

- Lead and model collaboration across and outside the organisation, including (but not limited to):
 - Working closely with the other teams within and outside the directorate to present an integrated offer to farmers and landowners

- Working with the fundraising team and projects team to support the development of, and funding strategies for, new multi-stakeholder landscape-scale initiatives for nature's recovery
- Working with other teams, support and build effective strategic partnerships for nature's recovery with landowners in particular but also other key actors.
- Represent NWT at meetings with external bodies to promote and develop Nature Recovery through Wilder Landscapes work.
- To keep abreast of local, regional, national and international issues affecting wildlife in Norfolk, as well as policies, initiatives and developments across The Wildlife Trusts.
- Contribute as appropriate to PR and publicity associated with Wilder Landscapes work.

Wilder Landscapes

- Influence and actively contribute to the development of, and subsequent delivery of, a clear advisory offer to farmers and landowners.
- Develop and coordinate the work of the Wilder Landscapes Team and project teams, ensuring that the team works effectively with existing and new groups and partnerships.
- Contribute to the work on defining the baseline, methodology, priorities and measures of success for landscape scale nature recovery making effective use of biodiversity evidence to inform delivery and to influence other organisations.
- Develop, refine and deliver plans to support our overall corporate strategy delivery, innovating and adapting as appropriate in this fast-moving and competitive field.
- Develop and lead specific projects as appropriate

Nature based solutions and integrated consultancy offer

- Contribute to the development of our part of our market-facing teams, identifying new projects and landscape scale opportunities to help nature's recovery.
- Play a key role in supporting the development of a new integrated consultancy offer that meets the needs of key strategic clients in a way that facilitates nature's recovery

Finance & Resource Management

- Ensure that organisational policies and procedures are understood and implemented by the team, paying particular attention to Health and Safety procedures and guidelines.
- Manage and oversee budgets responsibly and in line with our financial policies and procedures;

Staff Management

- Ensure staff are effectively managed and supported through regular meetings, setting and reviewing of work programmes and objectives, undertaking annual performance reviews, identifying and implementing training and professional development needs, ensuring that there is effective cover, high standards of discipline and professionalism at all times;
- Develop appropriate team culture through strong and clear leadership, encourage cross team working, initiative and innovation within a framework of clear standards;
- Deliver, model and lead change initiatives as appropriate.

Other responsibilities

- Undertake other ad hoc duties as reasonably requested by and/or agreed with the Head of Wilder Landscapes and / or Director of Nature Recovery.

PERSON SPECIFICATION

Essential:

- Proven experience and ability in team management to ensure effective planning and deployment of resources and that staff achieve their maximum potential.
- A demonstrable ability and attitude to work corporately and cooperatively to build and maintain effective partnerships and relationships with stakeholders and partners and with colleagues within the organisation.
- Degree level or equivalent in an ecological and/or land management discipline.
- Excellent understanding and technical knowledge of ecology and wildlife conservation issues and methods as they apply to Norfolk's wildlife habitats, particularly those outside nature reserves and designated sites.
- Experience of advising farmers, landowners and their representatives, including the use of ELMS and other relevant schemes and funding sources
- Direct habitat management, restoration and creation experience
- Development, management and delivery of complex projects on time and within budget, including knowledge of green finance solutions and natural capital markets.
- Excellent interpersonal skills and proven experience of building effective relationships.
- A strong commitment to nature conservation and the work of Norfolk Wildlife Trust.
- A high level of competence in the use of GIS and other IT systems relevant to the role.
- Good numeracy and budgeting experience including the compilation and coordination of budgets and contributing to the development of funding models.
- Good written and oral presentation skills and experience, including the ability and confidence to engage a variety of audiences, press and media.
- Strong organisational and administrative skills.
- Preparedness to work unsociable hours including occasional evening and weekend work attending meetings and achieving deadlines
- Current driving licence

Desirable

- Direct farming experience

LIMITS OF AUTHORITY

Take full accountability for the implementation of team objectives and programmes, liaising with the Head of Wilder Landscapes and Director regarding direction and priorities
Sign purchase orders and commit expenditure to agreed limits.

HEALTH AND SAFETY

Attached with contract.

RISK ASSESSMENT

Provided with employment contract. Reviewed annually as part of Annual Performance Review.