

JOB DESCRIPTION AND ROLE SPECIFICATION

Wilder Landscapes Manager

Norfolk Wildlife Trust's Wilder Landscapes team is committed to nature recovery outside of designated nature sites and responsible for partnering, collaborating and influencing to achieve and deliver our Nature Recovery Strategy 2023-30 that includes:

- Increasing the abundance and diversity of wildlife across Norfolk
- Increasing the area of land managed and restored for nature across Norfolk
- Connecting wild spaces for nature's recovery

Fundamental to achieving our strategy is identifying strategic funding opportunities through established nature markets and building an investable Landscape Nature Recovery Programme, along with a purpose-led advisory offer that allows us to scale up delivery.

ROLE PURPOSE

The purpose of the role is to accelerate nature's recovery across Norfolk, leading a small but dynamic team to deliver landscape-scale nature recovery by working with a diverse range of partners and collaborators, inspiring and supporting them to adopt land management practices that recovers nature at scale and achieves NWT's Nature Recovery Strategy 2023-2030.

You will develop and deliver NWT's Landscape Nature Recovery Programme, to help nature's recovery, including creating new nature recovery investment opportunities and collaborating on and supporting the delivery of a new, advisory offer for the Trust.

REPORTING TO:

Director of Nature Recovery

LINE MANAGEMENT OF THE FOLLOWING ROLES:

- Wilder Landscapes Advisers
- Nature Recovery Adviser
- Wilder Landscape Assistant
- 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

Landscape nature recovery programme

- Develop and deliver NWT's priority Landscape Nature Recovery Programme including investment and funding opportunities through nature economy markets

- Develop and deliver the Nature Recovery Directorate's Wilder Landscapes advisory offer that includes a tiered approach to nature recovery with income generating opportunities
- Identify new strategic opportunities, collaborations and partnerships for delivery of nature recovery interventions, including new land managers, farmers and other stakeholders
- Develop and coordinate the work of the Wilder Landscapes team and project teams, ensuring that the team works strategically, effectively and efficiently in line with the Nature Recovery Operational Plan
- Define the Key Impact Measures and monitoring framework for landscape scale nature recovery making effective use of biodiversity evidence to inform delivery and to influence other organisations
- Develop and lead specific projects as appropriate

Team Leadership

- Provide clear, values-based operational leadership developing a high performing team
- Model our organisational 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 Nature Recovery strategy
- Leadership and development of a growing team to support strategy implementation, developing and overseeing work plans, budgets, and performance management

Partnership and Collaborative working

- Work collaboratively across all NWT teams including Norfolk Wildlife Services
- Represent NWT at meetings with external bodies to promote and develop nature recovery through our Wilder Landscapes work
- To keep up-to-date with 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

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 Director of Nature Recovery.

PERSON SPECIFICATION

Essential:

- Degree level or equivalent in an ecological, environmental or land management discipline or habitat management, restoration and creation experience
- Excellent understanding and technical knowledge of landscape-scale nature recovery and challenges as they apply to Norfolk's wildlife habitats, particularly those outside nature reserves and designated sites
- Excellent understanding of funding mechanisms for landscape-scale nature recovery programmes including nature economy markets, green finance, ELMS and other relevant schemes and funding sources
- Understanding of commercial opportunities and income generation for nature recovery
- Experience of development, management and delivery of large, multi-partner, complex programmes on time and within budget
- 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
- Excellent interpersonal skills and proven experience of building effective relationships
- A strong commitment to nature conservation and the work of Norfolk Wildlife Trust
- 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

- A high level of competence in the use of GIS and other IT systems relevant to the role.
- 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.