**A logo for a company

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**Role Profile**

**Job Title:** Conservation Manager

**Reports To:** Chief Executive Officer

**Direct Reports:** Conservation Officers x 3 & externally funded Warden x 1. Plus, some direct volunteer line management.

**Position:** Permanent, 37.5 hrs per week

**Salary:** £35,000 per annum.

**Holiday:** 28 days annual leave, plus bank holidays.

**Location:** Office & site based, across the Tees Valley area

**Job Purpose:**

This post is focused on developing and delivering Tees Valleys Wildlife Trusts nature recovery and management on our nature reserves and improving public access to nature by leading a team of Wildlife Trust officers, wardens and volunteers to deliver practical conservation, including directly leading on some site-based activities.

This work will be guided by our conservation management plans, the renewal of which will be led by the Conservation Manager. Ensuring alignment of, and delivery of suitable agri-environment scheme, Biodiversity Net Gain incomes, grants and corporate funds to enable significant habitat and access improvements. Targeting key species recovery and identifying opportunities where nature can thrive.

**Job Description:**

The Conservation Manager will play a critical role in leading a team of highly skilled and experienced conservation officers, wardens & volunteers to deliver conservation management, nature recovery and access to nature across 15 nature reserves and multiple partnership agreements for the Tees Valley.

Tees Valley Wildlife Trust is a local and independent charity focused on improving the natural environment in the Tees Valley for the benefit of wildlife and people. We champion Tees Valley’s stunning landscapes, diversity of species, and rich habitats, making the case for nature to play a pivotal role in people’s lives and imbedding green spaces within urban and industrial landscapes as an essential public asset for future generations. We protect wildlife and lead the recovery of the environment by example on all our nature reserves.

As one of 46 Wildlife Trusts across Britain which together with the Royal Society of Wildlife Trusts collectively form The Wildlife Trusts. We are the biggest charity movement in the UK working solely for nature and we believe that restoring nature on a landscape scale is essential for tackling climate change.

The Conservation Manager will be at the forefront of our new vision, taking a lead role in the development and delivery of nature recovery on and off our reserves, ensuring we make a positive impact by proactively working with authorities, partners and through leading our own teams to ensure the focussing of resources that enable the delivery of resilient protected landscapes and nature recovery across the Tees Valley.

**Main responsibilities**

In this role you will:

* Lead a team to deliver annual maintenance programmes on site.
* Manage a small, but highly skilled team to improve habitat condition across our network of nature reserves across the Tees Valley.
* Lead on the creating of new land management plans and deliver them.
* Manage a programme of works for all our agri-enviroment schemes, BNG capital works, habitat and public access maintenance works.
* Manage one off grant investments for conservation projects, including contractor management.
* Lead on the conservation team’s health and safety compliance, including COSHH, Risk Assessments, training and all legal compliance.
* Lead of Tree Safety Management (TSM) and access furniture audits, site condition assessment and public safety on reserves.
* Support the projects team to deliver the wider business plan and Wildlife Trusts objectives.
* Work closely with the volunteer co-ordinator to ensure volunteers are supported within their roles and volunteering continues to evolve to be accessible and inclusive.
* Work in partnerships with key stakeholders to deliver bigger, better and more!
* Manage dedicated budgets responsibly and effectively to maximise on outputs, whilst delivering within agreed annual limits.
* Support through strong line manage, employees within the conservation team.
* Enable through collaboration with colleagues, effective team cohesion and champion shared values and behaviours to ensure a supportive and inclusive workplace for all staff and volunteers.

**Personal specification**

To succeed in this role, you will need to demonstrate:

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| Educated to degree level or above |  | Tick with solid fill |
| Line management experience of staff and volunteers | Tick with solid fill |  |
| Team leadership experience | Tick with solid fill |  |
| Experience working within nature conservation for organisations in the public, private and/or voluntary sectors | Tick with solid fill |  |
| Experience of working with community groups |  | Tick with solid fill |
| Experience in contract management for land-based services and/or other external expertise | Tick with solid fill |  |
| Leading of tendering and commissioning of contracts |  | Tick with solid fill |
| Experienced in managing projects | Tick with solid fill |  |
| Proven experience of networking and maintenance and building of successful partnerships | Tick with solid fill |  |
| Experience in managing stakeholder relationships | Tick with solid fill |  |
| Experience of setting priorities and monitoring progress against work programmes, agri-environment schemes and management plans | Tick with solid fill |  |
| Knowledge of the ecology of UK habitats, particularly wetlands, lowland meadows and broadleaved woodland | Tick with solid fill |  |
| Good computer literacy including digital technologies, and online meeting spaces | Tick with solid fill |  |
| Competency in GIS including Arc and QGIS |  | Tick with solid fill |
| Excellent interpersonal skills – effective and inspiring communicator | Tick with solid fill |  |
| Innovative, resilient under pressure and self-motivated – a solution seeker | Tick with solid fill |  |
| Confident but with tact and diplomacy | Tick with solid fill |  |
| Able to work as part of a team and on own initiative | Tick with solid fill |  |
| Commitment to the aims of the Wildlife Trust movement | Tick with solid fill |  |
| Full UK driving licence | Tick with solid fill |  |

Travel will be required across the Tees Valley.

A driving licence is essential, as the post holder will be required to drive Wildlife Trust site vehicles to site and off road.

**Place of work:** Tees Valley Wildlife Trust HQ, Margrove Park, Boosbeck, Saltburn-by-the-Sea, T12 3BZ