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| **1. JOB DESCRIPTION** |

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| **IDENTIFICATION OF JOB** |
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| **Job Title** | **:** | * Head of Nature Recovery (South)
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| **Working Base** | **:** | * The Old Ragged School, Nottingham (South)
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| **Responsible to** | **:** | * CEO
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| **Responsible for** | **:** | * Estate Management Team (North/South)
* Conservation Team (North/South)
* Project staff
* Volunteers
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| **Overall Purpose of Job** | **:** | * To deliver against NWT’s long terms goals for a thriving and highly valued natural environment in Nottinghamshire
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| **Main Responsibilities** |  | * Lead, manage and support a multidisciplinary team of staff and to be accountable for the delivery of the strategic objectives of the Trust relating to nature’s recovery.
* To maximise impact at a landscape scale, through the management and coordination of the different skillsets and disciplines within the department.
* To be responsible for a departmental budget and to secure and manage key partnerships and landscape scale initiatives.
* To be a high-level, internal and external, champion of the Trusts’ vision for nature’s recovery across different key sectors
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| **2. JOB SPECIFICATION** |

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| **Line Management and Supervision** | **:** | * Direct line management of Estates, Conservation and Project staff. Responsibility for staff located in more than one location in the county (The Old Ragged School/Attenborough Nature Centre), covering a range of conservation and estate management functions.
* To be a role model of the culture and behaviour that is expected across the Trust, setting clear expectations and then evaluating progress
* To actively follow through on behaviour that is considered both good and bad, with the appropriate level of management
* To lead and motivate the team, demonstrating exemplary levels of integrity and professionalism at all times and leading by example
* To actively develop and coach, instigating training and development programmes where required
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| **Responsibility, Budgets and Other Resources** | **:** | * Responsible for the Trust’s landscape scale, land management and conservation priorities in the North/South
* Responsible for planning and controlling a departmental budget
* To take ownership of the business planning cycle, always thinking two years ahead of the current budget, with specific focus on Common Agricultural Policy and associated farm payment schemes
* Responsible for legal and contractual matters relating to the Trusts’ estate and land management activity
* Responsible for health and safety across the Trusts’ estate and conservation activities
* Responsible for determining resource allocation within key landscape priority areas
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| **Work Complexity** | **:** | * Play a leading role in the development and advocacy of conservation land management, and wider nature conservation, policies
* Work to influence key external plans and strategies e.g. Local Plans, Growth and Economic Development strategies, to benefit wildlife and to position NWT for potential future funding
* Will manage multidisciplinary projects and partnerships
* Will develop high level conservation strategies and plans
* Will oversee operational delivery at a landscape scale, leveraging the skills and knowledge, including advisory capacity, to achieve positive direct impact for wildlife
* Will champion the contribution wildlife makes to the economy, social cohesion, places and wellbeing in the county
* To analyse and present complex ecological issues, in an accessible way, to technical and non-technical audiences
* To ensure that the Trust’s landholding is well managed for its key habitats and species
* To ensure that appropriate monitoring is in place to enable the Trust to report on the wildlife value of the land we own
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| **Decision Making, Creativity and Innovation** | **:** | * Responsible for analysing the opportunities for increasing core income or delivery savings through improved land management practices, particularly on the Trust’s nature reserves
* To develop the ‘case for support’ to enable the Trust to foster stronger mutually beneficial corporate partnerships across the county
* To develop and champion a strategy and plan for Nature Recovery Networks across Nottinghamshire as a key part of our vision for the future of nature in the county
* To develop cross-cutting and spatial vision and targeted delivery plans to create positive and lasting change in our (delete as appropriate) Sherwood Heathlands, Idle and Ryton Valleys, Greater Nottingham and Trent Valley priority areas
* To work closely with the Communications team, and provide content that enables the Trust to communicate the impact of our work for wildlife through stories and statistics
* To work closely with the People and Nature team to identify opportunities to engage and inspire people directly via our estate, and through our vision for nature’s recovery
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| **People, Contacts and Representation** | **:** | * To work closely with the CEO, and independently, to develop high level working relationships with senior contacts in key private sector, public sector and other stakeholder organisations
* To work across a wide range of sectors to enthuse, inspire and influence key decision makers
* To build strong local networks across like-minded NGOs and related charities to mutual gain and to maximise wildlife conservation impact
* To seek out potential new audiences that offer exciting new opportunities, which meet the Trust’s overall strategic goals
* To work hand in hand with the other Senior Managers to develop close and trusted relationships, demonstrating cooperative and collaborative working
* To represent the Trust on key partnerships to promote the Trust’s objectives.
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| **Working Conditions** | **:** | * Full Time
* Permanent
* Head of Nature Recovery South - based at the Trust offices on Brook Street in Sneinton Market.

There will be a need for regular travel across the County and occasional travel across the country. * Occasional evening and weekend working will be required.
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| **3. PERSON SPECIFICATION** |

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| **Job Title** | **:** | **Head of Nature Recovery (North/South)**  |
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| **Experience** | **:** | * Degree or equivalent in a relevant discipline (E)
* Demonstrable experience in a senior management position (E)
* Proven track record of leadership and strategic planning (E)
* Proven record of developing projects and raising funds (E)
* Substantial experience of conservation and land management practice and principles (E)
* Substantial experience of land use planning (D)
* Work within the voluntary sector either professionally or as a volunteer (D)
* Experience of dealing with the media(D)
* Experience of charity financial management (D)
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| **Competence, Knowledge & Skills** | **:** | * Financial knowledge with the ability to manage complex budgets and assess financial information and data (E)
* Knowledge of land management funding schemes including farm support (E)
* Ability to foster external relationships (E)
* Excellent communicator (E)
* Proven record in human resource management (E)
* IT literate including proficient with Microsoft suite (E)
* General knowledge of the environmental movement (E)
* Appreciation of the voluntary sector and its ethos (E)
* Understanding of health and safety, safeguarding and lone working regulations (E)
* Full driving licence or the ability to reach locations not on public transport routes (E)
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| **Personal Qualities** | **:** | * Initiative to be able to take the Trust forward and to develop policies and strategies (E)
* Confident, entrepreneurial personality (E)
* Ability to work in all weathers and over uneven terrain (E)
* High level of personal integrity and professional standards of behaviour (E)
* Ability to inspire and motivate others (E)
* Excellent organisational and self-management skills (E)
* Confident public speaker (E)
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\*(E) – Essential Criteria, (D) – Desirable Criteria