



Landscape Recovery Programme Manager

Location:	The Old Ragged School, Nottingham City Centre
Responsible to:	Director of Nature Recovery
Responsible for:	Landscape Recovery Programme team
Terms & Requirements:	Permanent Full time Evenings and weekend working will be required on occasion Travel to other sites will be required

Key Purpose

Managers work as a key part of the Operational Leadership team. As a group, Managers take joint responsibility for the operational delivery across the organisation. Each Manager leads a team and is responsible for managing, supporting and ensuring their ongoing development and performance.

The Landscape Recovery Programme Manager will manage the Landscape Recovery Programme team, taking responsibility for day-to-day delivery of services and/or projects. The Manager is responsible for the work of their team, developing, implementing and monitoring operational plans and budgets, delivering the organisation's strategic goals through effective management of financial resources, people and risks.

Responsibilities

- Act as part of a team of Managers, working closely with peers and the Strategic Leadership Team to contribute to organisational leadership, collaboration and the efficient running of the Group
- Manage staff performance, development, culture and wellbeing.
- Identify risks, opportunities and improvements within their area, overseeing compliance and reporting on progress against agreed outcomes
- Represent the Group in the wider Wildlife Trust Movement and external organisations, seeking opportunities to develop existing and additional collaborative and beneficial strategic relationships.
- Manage the Landscape Recovery team and support them to provide technical ecological advice to encourage others to take action for nature

- Lead creation of plans for large-scale habitat restoration and species recovery programmes and projects within the county, in the context of the Local Nature Recovery Strategy, in collaboration with key partners and with a focus on NWT priority areas
- Oversee the monitoring of project performance, manage risks and ensure adherence to timelines, reporting requirements and budgets
- Ensure the capture and sharing of learning and insight from projects to inform future project development and continuous organisational improvement
- Identify and secure new investment, including the potential of green finance, to sustainably deliver the ambitions of the overall programme
- Work closely with Development colleagues to build partnerships and collaborations to create momentum around landscape recovery programmes, especially with a business and major donor audience
- Work in a way that is aligned with the values of NWT – Ambitious, Innovative, Supportive, Together and Inclusive
- Work in accordance with current Health & Safety legislation and best practice
- Assist with other areas of work and undertake other duties appropriate to the post.
- Develop and maintain contacts with colleagues in other Wildlife Trusts and the Royal Society of Wildlife Trusts
- May be required to lead, supervise and support volunteers, including recruitment of new volunteers and reporting of volunteering activity
- On occasion, you will be required to work outside of standard office hours, making adjustments to your normal working week to accommodate this.
- This role is subject to a DBS check

Key competencies

Desirable qualifications:

- Degree or equivalent experience at a level appropriate to this position
- Full driving licence

Capabilities:

- Excellent management skills with the ability to motivate, inspire and develop a highly effective team
- Proven ability to manage a team to deliver work programmes appropriate to the area of work
- Demonstrable understanding of policy and best practice relating to conservation project development, delivery, monitoring and reporting
- Good understanding of land management, habitat restoration, green finance and species recovery methodologies
- Proficient in using workplace technologies including AI tools, collaboration platforms, and data visualisation

Experience

- A minimum of 2 years of relevant management level experience
- Experience of developing and managing multidisciplinary projects, events and partnerships

- Track record of successful funding project delivery, preferably within landscape recovery, habitat restoration and/or community-led conservation initiatives
- Experience of working within and building strong relationships with local communities
- Experience of budget management and the ability to understand financial information and data
- Demonstrable experience of working in the voluntary sector, or of volunteering

Alignment to Values – Ambitious, Innovative, Supportive, Together and Inclusive

- A high level of commitment, enthusiasm and self-motivation with a flexible and professional approach to work
- A commitment to working co-operatively as part of a team, sharing accountability for success and offering support and feedback to colleagues where appropriate
- Welcoming constructive and challenging conversations
- Good communicator, able to build trust and credibility with a range of internal and external stakeholders
- Self-aware, adaptable and able to work independently