

JOB DESCRIPTION

Head of Landscape Recovery

Hours of work: 28 hours per week (0.8 FTE)

Type of contract: Permanent

Based at: The Lodge, Littlemore, Oxford (flexibility available under BBOWT's hybrid working policy)

Rank: 3

BACKGROUND

The Berkshire, Buckinghamshire and Oxfordshire Wildlife Trust (BBOWT) is the only charity working to safeguard wildlife and natural landscapes across the three counties. Founded in 1959 by a small group of volunteers, we now have more than 27,000 memberships and 1,700 volunteers. We own or manage more than 80 nature reserves and work in partnership on conservation projects with local communities, businesses, landowners and local authorities. Each year around 12,000 schoolchildren visit our four education centres. We have strong finances, with an annual turnover of £6 million and we're proud of our highly effective and dedicated team of 150 staff.

BBOWT is part of a national network of 46 Wildlife Trusts, which means our work has a bigger impact, making a difference for wildlife beyond our three counties.

Our 'Wilder' plan for 2021-2026 sets one simple overarching aim: to create more nature everywhere. To do this, we need to inspire people to take action and do all we can to restore wilder landscapes.

Our three main goals are to:

- Put nature into recovery
- Empower people to act for nature
- Secure our future

JOB PURPOSE

The Head of Landscape Recovery will lead the delivery of projects in landscapes beyond our nature reserves, that support BBOWT's ambition to bring about nature's recovery. The role is responsible for all operational aspects of developing and delivering conservation projects, targeting priority areas within the Nature Recovery Network. This includes building appropriate expertise and team structure and developing new mission aligned projects and partnerships with key stakeholders. Success will be measured by evidence-based and positive outcomes for wildlife.

REPORTING LINE

The post holder reports to the Conservation Strategy Director

STAFF MANAGEMENT

This post has 4 direct line reports, and there is a total of 7 people in the team

BUDGETARY RESPONSIBILITIES

This post has significant responsibility of budgets, including overseeing the relevant budgets for the team

KEY RESPONSIBILITIES

Lead the development and delivery of conservation initiatives

- Overseeing the successful delivery of existing projects and landscape partnerships being delivered by the Landscape Recovery team.
- Developing new partnerships, including with government agencies, local authorities, landowners, businesses, NGOs, and community groups.
- Identifying innovative funding opportunities, such as natural capital investment.
- Developing new projects and partnerships, which use traditional grants and innovative forms of natural capital investment.
- Supporting the delivery of the Land Advice Service, through your team's capacity to deliver paid for pieces of work which support more sustainable and wildlife friendly land management practices on agricultural land.
- Working with the Policy, Planning and Advocacy team to negotiate conservation projects that address emerging Local Planning Authorities' climate and biodiversity commitments.
- Working with the Ecology team to jointly lead the development of best-practice monitoring and evaluation for all projects, to ensure BBOWT's effectiveness in supporting the delivery of enhanced wildlife and natural capital improvements.
- Representing BBOWT on key conservation and farming issues at county, regional and where appropriate, national level.

General

- Effective team leadership, supporting employees to deliver positive outcomes for nature.
- Ensuring effective communications within the team, across the organisation, and externally.
- Active member of the Operational Leadership Group, ensuring the delivery of the 5 year strategic plan, and contributing to cross-directorate operational tasks as required.
- Recruiting employees and consultants, and setting appropriate work programmes for them to support our work.
- Managing relevant budgets and annual work plans for the team.
- Ensure interactions with stakeholders are recorded appropriately in BBOWT's Customer Relationship Management and GIS systems.
- Adhering to all Trust policies, procedures and systems.
- Significant representation of the Trust at external meetings with authority to make decisions.
- Acting at all times in a professional manner which will not damage the Trust's reputation.
- Ensuring that all health and safety obligations are met in all aspects of the role.
- To work closely with the Conservation Strategy Directorate members and (where required) support strategic and operational priority setting, decision support, and implementation of conservation activities.
- Providing regular reports to the Conservation Strategy Director.
- Any other duties as delegated by the Conservation Strategy Director or Chief Executive.

PERSON SPECIFICATION

	Essential	Desirable
Degree or equivalent level of experience in conservation, agriculture or another relevant environmental discipline	✓	
Minimum of 3 years' experience within a conservation or agriculture field	✓	
Track record of developing landscape-scale conservation projects with stakeholders (e.g. local government, businesses and/or landowners)	✓	
Track record of leading and managing high performing teams	✓	
Excellent organisational skills, an ability to work under pressure, and experience of managing own workload with minimum supervision whilst meeting deadlines	✓	
Excellent oral and written communication skills with an ability to write persuasive reports, and deliver clear presentations	✓	
Experience of preparing and managing budgets and work plans	✓	
Well-developed MS Office and IT skills, including GIS software	✓	
A full UK-valid driving licence	✓	
Ability and willingness to demonstrate the BBOWT values of Integrity; Respecting Others; Personal Responsibility; Team Work; and Learning Culture	✓	
Experience of securing project and/or grant funding from traditional (e.g. grants) and novel sources (e.g. natural capital investment)		✓
Experience in ecological monitoring and evaluation of projects		✓

MEASUREMENTS OF SUCCESS

- Effective member of the Conservation Strategy Directorate
- Effective team management
- Effective representation of BBOWT externally
- Effective team development and implementation of at least one new large (>£50k annual budget, multi-year project) and small conservation projects (>£15k) per year
- Effective development and implementation of a monitoring and evaluation programme for all Landscape Recovery projects