

Job Description

Managing Director Future Nature Wildlife Trust Consultancy

Hours of work: 37.5 hours per week

Type of contract: Permanent

Based at: Hybrid working with travel to other sites as required

Croner rank: 1

Job Purpose

To manage the day-to-day running of the consultancy business, providing both strategic leadership and operational oversight. The Managing Director will balance commercial understanding with environmental integrity and a passion for building a strong, supportive, and inclusive company culture.

The Managing Director will play a leading role in nurturing client relationships, driving business development, and ensuring the delivery of high-quality, profitable consultancy services. They will be responsible for defining and delivering the strategy through which Future Nature will support the mission and vision of the Berks, Bucks & Oxon Wildlife Trust (BBOWT).

The Managing Director will demonstrate appropriate values and behaviours, and lead by example to foster collaboration, accountability, and innovation across all levels of the organisation.

To monitor and manage organisational risks, including financial, operational, and reputational risks. The Managing Director will provide regular updates and recommendations to the Future Nature Advisory Board to ensure that the business is legally compliant and that governance standards are consistently met.

Reporting Line

The post holder reports to the BBOWT Assistant Chief Executive

Line Management

Line management of business / functional leads, currently Technical Director (Ecology), Land & Farm Advice Service Manager and Business Support Coordinator

Key Responsibilities

Strategy and Business Management

- Set the strategic direction for Future Nature by developing and implementing a long-term strategic plan and annual business plan that support sustainable growth.
- Lead overall business performance, including financial management, budgeting, profitability and cashflow, working closely with the BBOWT Head of Finance.
- Establish clear commercial objectives and KPIs, ensuring the business operates efficiently, ethically, and in line with strategic priorities and approved budgets.
- Provide insightful reports and recommendations to the Future Nature Advisory Board to support governance, risk management and strategic decision-making.
- Maintain awareness of market trends, policy changes, and client needs to ensure services remain relevant, competitive and market aligned.

Leadership and Development

- Lead, develop, and inspire a team of technical specialists, project managers, and support functions.
- Foster a positive, inclusive culture grounded in integrity, collaboration, and continuous improvement.
- Oversee recruitment, workforce planning and professional development to ensure organisational capability and capacity and positive career pathways.
- Oversee cost-effective use of sub-contractor and seasonal resource to support needs.
- Champion health, safety, and wellbeing standards across all operations.

Business Development and External Engagement

- Drive growth by identifying, pursuing, and securing opportunities in target sectors.
- Oversee preparation of compelling tenders, bids, and frameworks to increase win rates and expand client base.
- Build strong, long-term relationships with clients and stakeholders, acting as a trusted environmental and ecological advisor.
- Represent Future Nature at industry events, conferences, and professional networks to enhance reputation, influence and visibility.
- Play a leading role in the Wildlife Trust Consultancy network, collaborating with other Wildlife Trust Consultancies to secure strategy-aligned projects and frameworks.
- Create and promote the company's identity and profile as a mission-led consultancy through networks, social media channels and website.

Operational Excellence

- Ensure consistent delivery of high-quality consultancy outputs, including technical assessments, reports and advisory services, fostering a reputation for excellence.
- Oversee project management standards to ensure deadlines, budgets, and quality standards are consistently met.
- Maintain robust quality assurance processes, including report reviewing and internal standards.
- Ensure regular client feedback is gathered, analysed, and acted upon to improve service quality and customer satisfaction.
- Embed a culture of continuous improvement in operational processes and project delivery.
- Any other duties as delegated by line manager or the Chief Executive

Person Specification

- Track record of running a commercial consultancy or equivalent people-based business.
- Leadership and people management skills, including mentoring, target setting and conducting performance reviews.
- Client relationship building and management track record, with excellent oral and written communication skills.
- Track record in building and maintaining a positive working culture.
- Strong commercial and financial acumen, including budget setting and monitoring at a company-wide and project level.
- Ability to make decisions and solve complex problems.

- Track record for developing new business and winning new contracts, tenders and frameworks.
- An understanding of the use of social media and other communications channels to support marketing and business development efforts.
- Use of business systems to support operational delivery and provide key management information.
- Willingness to work some unsociable hours, occasional weekends.
- Competent in use of MS Office functions.
- Full, valid UK driving licence, or eligibility for funding via Access to Work for a support worker driver, and access to a car for work use.
- Ability and willingness to demonstrate the values and behaviours expected of BBOWT employees and the wider Wildlife Trust movement.

Measurements of Success

- Significant contribution to the growth, strategic direction, business development and quality of output of the consultancy
- Meets revenue and profitability targets while delivering $\geq 90\%$ of projects on time and within budget.
- Achieves 100% regulatory compliance and maintains high technical audit scores.
- High client and team satisfaction rates as measured through feedback, repeat business and strong staff engagement with low turnover.
- Adherence to BBOWT behaviours and values in all aspects of work, fostering a positive and collaborative work culture.