



**Ymddiriedolaeth Natur
De a Gorllewin Cymru**
Wildlife Trust of
South & West Wales

Nature Recovery Manager

Job Description

Team:	Conservation Team
Responsible to:	CEO
Responsible for:	Conservation Officers and Project Officers engaged on wider countryside and farm liaison work, and delivery of our partnership consultancy work (up to a maximum of 6 people at any one time).
Salary:	£37,000 pa. This is a permanent post.
Pension:	The Trust operates an auto-enrolment compliant pension scheme. Details are set out in the staff handbook.
Hours of Work:	Full-time 35 hours per week with use of flexi hours (to suit your personal circumstances) Some evening or weekend working may be required for which time off in lieu will be given.
Duration of post:	This post is permanent and subject to a 6 month probationary period in order to assess suitability for the role.
Holidays:	25 days plus bank holidays, plus 3- 5 specified days (at year end when the offices shut down for a rest period).
Place of work:	Choice of offices with some home working: Our main office is The Nature Centre, Parc Slip, Bridgend but we also have offices in Cilgerran and Brecon.

Overall purpose of job

We need to create a Wilder Wales. Wildlife is in freefall both locally and nationally and we need much more land to be managed for wildlife if we are to tip the balance in favour of nature's recovery. By 2030, we want 30% of land and sea across South and West Wales managed for nature.

To achieve change at this scale, we work in partnership with many landowners across our area. Today, we have a fragmented mosaic of isolated opportunities for wildlife, but we want to create the connections and deliver a larger, more resilient, sustainable and coherent network of both healthy habitats and populations of species. As part of this change we believe farming needs to be at the forefront of change: driving nature's recovery, restoring and conserving precious soils, providing opportunities for wildlife and contributing to a much healthier and more prosperous future for us all.

This post leads the development and delivery of our work across the wider landscape. You will work with the conservation team to develop and deliver plans for reaching our '30 by 30' target across south and west Wales. We work on our own projects and in partnership with others to drive forward nature's recovery and our plans and decisions are based on sound scientific evidence.

You will be part of the conservation team and part of the senior management team. You will cover a large area but will work closely with other members of the conservation team and with volunteers to achieve your goals. The work will be a mixture of management/ strategy and hands-on proper conservation work.

Main responsibilities

Work closely with your own team and the wider conservation team to develop and direct the delivery of nature recovery across the wider landscape that helps us achieve our 30 by 30 target:

- Develop projects to enable recovery of habitats and species at a landscape scale based on strategies that are informed by scientific research and robust evidence.
- Manage the delivery of sensitive advice (directly or via signposting) to farmers and landowners in managing their land for wildlife and advocate for farming for wildlife, using the *Less is More* approach.
- Develop major habitat restoration projects in partnership with others to help create bigger, better and more joined up spaces for nature.
- Coordinate the delivery of our wider countryside consultancy work, such as delivering survey and advice services to landowners, community groups and partners
- Work with the Senior Management Team to secure funding for relevant projects and to help identify and develop chargeable outreach offers.
- Line manage the nature recovery team (currently two Conservation Officers and two Land Liaison Officers).

Work closely with other Wildlife Trusts and partner conservation organisations to:

- Develop and support Green Infrastructure and climate action projects with our (predominantly) local authority partners and Welsh Government.
- Contribute to the general improvement of monitoring/surveying of wildlife in Wales to increase knowledge and ability to direct appropriate advice and resources.
- Contribute to the mapping of our Living Landscapes and Living Seas work in Wales to identify opportunities for connectivity and action and monitoring progress.
- Participate in the development of policies and position statements, based on sound science, that support our conservation work across Wales, ensuring a strongly aligned approach to the challenges wildlife faces.
- Work with universities, building robust case studies from our projects so that our research contributes directly to the development of conservation practice and to the evidence needed to inform legislation to protect wildlife and wild places.
- Collaborate with others when necessary to stand up for wildlife, for example where a major development might damage wildlife, ensuring that decisions are in line with Wales' progressive legislation.
- Facilitate communities of interest to enable them to coordinate their activities efficiently around landscape-scale projects

Other duties:

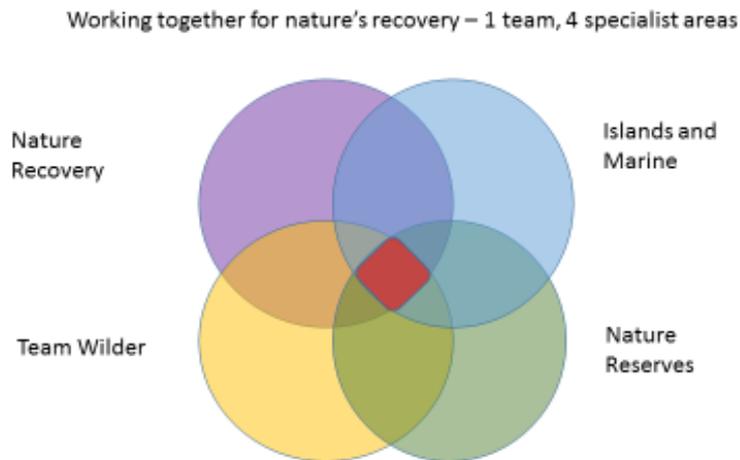
- Being an ambassador for The Wildlife Trust of South and West Wales, responsible for upholding the Trust's reputation, image and level of service.
- Prepare and monitor income and expenditure budgets for your area of work.
- Ensure that all activities are carried out in a safe manner in line with our Health & Safety Policy and participate in the Health and Safety Working Group.
- Promote membership and actively engage with potential and current supporters.
- Undertake other related work commensurate to this position from time to time as directed.

Person Specification

Knowledge	Essential	Desirable
A qualification and/or relevant experience to cover the requirements of the post; in ecology, covering habitats/ species relevant to south and west Wales	✓	
Knowledge and experience of advising other landowners in managing land for wildlife	✓	
Particular knowledge/ understanding of wildlife-related legislation in Wales		✓
Welsh language learner or speaker		✓
Experience		
Surveying and monitoring species and habitats relevant to south and west Wales	✓	
Specific species licences		✓
Demonstrable experience of partnership working.	✓	
Collaborative inclusive approach to working with other individuals and organisations	✓	
Experience of line managing a team to achieve against agreed targets	✓	
Use of persuasive and targeted presentations and communications	✓	
Experience of effective development and management of projects and budgets	✓	
Experience in writing successful funding applications		✓
Experience of leadership and development of strategic delivery	✓	
Working within both rural and urban environments		✓
Skills		
Strategic, creative thinking to develop programmes that deliver against targets	✓	
Time and resource management skills and an ability to prioritise and work under pressure and to deadlines	✓	
Ability to work independently and adopt a flexible approach	✓	
IT literate, particularly MS Word, Excel, Outlook, GIS and social media	✓	
Influential and effective communicator and facilitator – both written and oral	✓	
Personal		
Passionate about the natural world	✓	
Ability to work alone and as part of a team	✓	
A flexible approach to managing a changing workload	✓	
High level of self-motivation and enthusiasm	✓	
Well organised and practical	✓	
Approachable and friendly manner	✓	
A clean driving licence and own vehicle available for business use.	✓	

Background Info

Our conservation team work together closely because much of their work overlaps, but there are also areas of specialism:



All 4 areas of work overlap to achieve one central aim 'Nature's Recovery' (in red) through joint achievement of '30by30' and '1 in 4'.

All 4 areas work closely together to achieve this – one conservation team

Each area has a specialism or particular focus even though there is overlap.

Note – Team Wilder as a broader concept (rather than day-job) will filter throughout the whole Trust.

The Wildlife Trust of South and West Wales covers almost half of Wales, with boundaries extending from Lavernock in the south east, and the Black Mountains in the north east, to Skomer Island, in the furthest west, and north from the Gower as far as the Dyfi, deep in mid-Wales. The landscape is diverse, with many outstanding opportunities for nature, including mountains and moorlands, bogs and fens, woodlands and grassland, lakes and rivers. The marine environment is equally important: we are a coastal trust, with rugged cliffs, islands, sandy shores, estuaries, salt marshes and, of course, the open sea. We have very large areas of urban and post-industrial landscape - the places where most people live. These are places which were once ravaged by the impact of heavy industry, but today are full of opportunities for nature's recovery.

Our wildlife trust has seen some spectacular gains: water voles have been reintroduced to the Gwendraeth Valley and the Vale and the puffin population on our Pembrokeshire islands has tripled since the turn of the century. Overall though, Welsh wildlife is in peril and we are losing our precious species and habitats. 17% of all species in Wales are at risk of extinction. Over the past 50 years there has been a 13% decline in the abundance of species, with a 6% decline over the past decade alone, and the rate of decline is accelerating. There have also been alarming changes in species distribution (the areas which species occupy). Taking the UK as a whole, distribution has declined by 5%, but in Wales the rate of loss is 10%: double the UK rate.

The climate crisis is an urgent, escalating problem. We are already witnessing the disastrous impact on wildlife. The global climate has been regulated by nature for millions of years and we need to help ensure nature-based solutions become the norm.

Our strategy

Our strategy closely engages with the TWT (The Wildlife Trusts) strategy. Our strategy has also been guided by, and is as far as possible consistent with, the WTW (Welsh Wildlife Trusts) strategy, reflecting the principles and values which we share with the other Welsh Wildlife Trusts, but also taking account of our local perspective and specific interests. Many of our activities are carried out in partnership with WTW and TWT.

The Wildlife Trusts in Wales believe that nature is integral to our lives. People are part of nature and all life on earth is mutually interdependent. Everything we value comes from nature and everything we do impacts upon wildlife.

The WTW three key themes and goals aligned with those of the TWT Strategy listed below are also WTSWW key goals:

Action for Nature

Key Goal: 30% of land and sea managed for nature by 2030

Action with people

Key Goal: One in four people taking action for nature by 2030

Action on Climate

Key Goal: Achievement of Net Zero by 2030

For more information about our strategy please follow this link: [Our Wilder Strategy | The Wildlife Trust of South and West Wales](#)

You can also browse our website for more information about our Wildlife Trust: www.welshwildlife.org.

For enquiries about this post, please email info@welshwildlife.org with the job title in the subject line.