

Senior Project Manager (International Programmes)

Grade: 10

Directorate: Conservation

Location: Slimbridge, United Kingdom (Remote working to be considered)

Reporting to: Head of International Programmes

Main function of post: To directly manage large, complex, multi-stakeholder international conservation projects using WWT's Project Management Framework, as well as supporting and, in some cases sponsoring, the management of further projects and the project managers/officers responsible for them. The role will aid the growth of new projects to enhance WWT's international conservation impact in line with our Strategy and Programme Plans, and represent WWT at a senior level to key external audiences.

Supervisory responsibilities: Line management responsibility for Project Managers and Project Officers, with indirect matrix management of wider project teams.

Main duties of the post

1. To provide direction and leadership to staff and volunteers within the team enabling every team member's contribution to be maximised by ensuring that the appropriate levels of direction and support are provided through professional line management in line with WWT's people framework.
2. To effectively and efficiently manage projects (chiefly major, complex, multi-stakeholder) in accordance with WWT Project Management Framework related to our international conservation programme priorities.
3. To use technical expertise to ensure project goals are impactful, realistic and practical, and developing and managing appropriate strategies for achieving these goals.
4. To identify and, work with colleagues in other WWT Directorates to secure all the internal and external resources, whether financial or human, required to complete the project successfully.
5. To develop and execute an efficient internal project communication strategy for ensuring communication with all levels of management within the team.
6. To develop tools and techniques for allocating tasks according to the skills of every team member and also to evaluate, and where relevant, work to improve, the performance of all team members.

7. To take responsibility for budgeting and managing resources of ongoing projects, including signing-off on project expenditure within approved limits (and escalating where necessary).
8. To manage external stakeholders involved in projects, including but not limited to the establishment and operation of formal joint project delivery structures.
9. To play a leading role in the maintenance and continual development of project management procedures and processes, particularly WWT's Project Management Framework, ensuring that the lessons learnt from projects, from both positive and negative examples, are distilled and drive the incorporation of best practices into future project delivery.
10. To provide clear and objective feedback to the line managers of wider project team members to ensure staff are being developed, motivated and to support performance review.
11. To proactively look for new project opportunities aligned to the WWT Programme Plans, liaising with the central Conservation Project Development Team on any opportunities that arise.
12. To play a role in the development of new projects, including as project development manager when appropriate, in close cooperation with the central Conservation Project Development Team.
13. To represent WWT to external audiences in the field of international conservation effectively briefing others (chiefly the Director of Conservation and Head of International Programmes) as appropriate.
14. To provide appropriate content for internal reports and other publications/messaging as required by the Head of International Programmes.
15. To ensure that health, safety and wellbeing of everyone in your team is an integral part of how they work, creating a safe environment for staff, volunteers and visitors.
16. To be responsible for ensuring that the team engage with the WWT Sustainability Statement, being aware of negative environmental impacts and incorporating sustainable ways of working within your team.
17. To ensure that your team engage and interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, from time to time.

Person Specification

1. Qualifications

Essential:

- MSc or PhD in Conservation, Ecology, Sustainable Development or related field.
- Degree-level qualification in a relevant field.
- Current driving licence.

Desirable:

- A recognised qualification or accreditation in project management (e.g. PRINCE2, APM accreditation).
- Working proficiency in the French language.

2. Experience

Essential:

- Substantial experience in the field of international conservation in a developing world context.
- Track record working with local communities to develop and deliver integrated conservation and development initiatives.
- Extensive experience managing successful large-scale, complex, multi-stakeholder projects.
- Proven experience in networking, partnership building and relationship management.
- Demonstrable experience of implementing effective governance arrangements to ensure timely decision making, effective risk management, and compliance with organisational policies.
- A track record of managing a team educated to at least degree level.
- Excellent IT skills including use of Microsoft Office Outlook, Word, Excel and PowerPoint.
- Experience in managing / understanding of grants and corporate funding partnerships.

Desirable:

- Experience of working in Sub-Saharan Africa, SE Asia and/or China.
- Understanding of conservation site management planning, ecohydrology and/or natural resource policy/guidance.
- Knowledge of species recovery projects.
- Track record of published conservation reporting and/or scientific articles.
- Experience of project design, planning and evaluation.

3. Managerial & Supervisory

Essential:

- Ability to lead, manage and motivate a team.

- Willingness to spend several weeks annually in our priority countries to support teams and the delivery of projects.
- Ability to work effectively with others, engaging multi-functional and cross-directorate teams in project delivery.

Type of staff	Number managed	Number supervised
Employed Staff	1-3	5-10
Volunteers / Casual Workers	1-5	5-10
Contractors	1-5	5-10

4. Responsibility

Essential:

- Ability to take responsibility for multiple large, diverse projects and prioritise resources accordingly.
- Outstanding self-management skills to work independently, autonomously and as part of a team, using own initiative and being flexible and adaptable.
- Ability to manage project related budgets of up to £500,000.

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (sign off level)	Up to £5,000
Project Size (normally managed)	Large
Cash Handling	£0
Assets (required for job, exc. buildings)	up to £10,000
Visitors (per annum)	N/A

5. Creative Ability

Essential:

- Excellent problem-solving skills and an eye for detail.
- A creative approach and the ability to take on and shape new and unknown projects.
- Ability to be resilient in overcoming barriers, recovering from setbacks and identifying lessons learnt.
- Excellent planning and organization skills to deliver work to agreed timescales and standards.

6. Contact

Essential:

- Excellent written and oral communication skills to write reports and deliver presentations.
- Ability to represent an organisation effectively to partners/stakeholders and at external events.
- Effective team-working and collaboration skills.
- Outstanding interpersonal skills including being able to negotiate, give feedback, persuade, influence, deal with conflict, influence, and work effectively with groups and individuals including those with differing perspectives and in challenging circumstances.