



Waterscape Manager (The Fens)

Directorate: Conservation

Grade:9

Reporting to: Senior Project Manager (Waterscapes)

Location: WWT Welney, hybrid working would be considered

Main function of post: To develop and drive forward WWT's vision for landscape-scale conservation (Waterscapes) in The Fens. Identify projects, partnerships and funding opportunities; bring together expertise from across the Trust; and build project delivery teams to achieve Waterscape objectives. Grow and maintain strong relationships with external stakeholders across the Waterscape, representing WWT effectively as a key contributor in local conservation forums

Supervisory responsibilities: None at present, but likely to be in future as Waterscapes work develops

Responsibilities of the post

1. Manage the visioning and development of a strategic plan for the Waterscape, drawing on knowledge and expertise from WWT staff and external stakeholders.
2. Maintain a strong working relationship with WWT's Conservation Evidence Team to shape and guide detailed opportunity mapping outputs. Integrate new evidence into the Waterscape plan in order to refine project deliverables, shaping project development and defining long-term indicators of success.
3. Work closely with relevant WWT Centre-based staff to ensure integration of objectives within the Waterscape plan and optimise the use of resources, e.g. in relation to local communications/engagement and habitat creation/management.
4. Liaise with the Project Development and Fundraising Teams to scope project potential and seek suitable funding opportunities to deliver local Waterscapes projects
5. Liaise with Project Managers to facilitate the development phase of all new local Waterscape projects, based on objectives set out in the local Waterscape plan and with input from WWT staff and external stakeholders. Run workshops or events that engage, consult and inform

stakeholders about potential new project work.

6. Work closely with Project Managers who are delivering Waterscapes projects to monitor project progress, identifying any barriers to delivery and recording how well projects are achieving the goals set out in the Waterscape Plan. It may be necessary to directly manage Waterscapes projects in some circumstances.
7. Report to the Waterscapes Programme Board, via the Senior Project Manager (Waterscapes), to update on current Waterscape project delivery objectives and recommendations for new Waterscape project proposals.
8. Coordinate and maintain up-to-date knowledge of all WWT's project work and partnership involvement across The Fens Waterscape.
9. Maintain existing and develop new, external partnerships across the Waterscape with the aim of building capacity to deliver the objectives of the local Waterscape plan.
10. Work with WWT's communications and campaigns staff to internally and externally share WWT's ambitions and achievements both locally and nationally that helps meet the objectives set out in the Waterscape plan.
11. Work closely with WWT's Policy and Advocacy Team to identify opportunities to demonstrate best practice that instigates policy changes across the Waterscape.
12. To ensure that in the course of your work you adhere to the WWT Data Protection policy and standards.
13. To be responsible for working within the WWT health and safety policy and guidelines ensuring that the health, safety and wellbeing of yourself and others is an integral part of how you work.
14. To be responsible for engaging with the WWT Sustainability Statement, being aware of negative environmental impacts and incorporating sustainable ways of working within your role.

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.

Date raised: 11th March 2022

Amended: 29th April 2022

Person Specification

1. Qualifications

Essential:

- Educated to degree level in an environmental discipline
- Current driving licence, as the ability to travel to other locations is essential.

Desirable:

- Post-graduate degree - or equivalent experience - in an environmental discipline
- Suitable professional qualification (eg. CIEEM, CIWEM)

2. Experience, Skills and Knowledge

Essential:

- A proven track record in project management
- Good understanding of wetland ecology and of UK nature conservation policy and practice
- Working knowledge of wetland creation, restoration and management practice
- Excellent written and verbal communication skills
- Group facilitation and event management skills
- Proven partnership working abilities, including excellent negotiation and diplomacy, particularly with non-governmental organisations, statutory bodies and private sector organisations
- Strong organisational skills
- Excellent IT skills especially with Microsoft Office

Desirable:

- Working knowledge of landscape-scale conservation
- Experience in writing successful project bids
- GIS expertise (either QGIS or Arc)

3. Managerial & Supervisory

Essential:

- Ability to manage and coordinate a team in delivering positive outcomes
- Ability to quickly determine priorities and set tasks appropriately
- Ability to work as a team member to achieve personal and joint objectives

Type of team member	Number managed	Number supervised
Employed staff	0-5	5-10
Volunteers	0	0-5

Casual Workers	0	0
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4. Responsibility

Essential:

- Ability to lead significant WWT work areas that have regional as well as national impact and profile
- Ability to coordinate local conservation projects effectively, working closely with internal and external stakeholders.

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Budget Responsibility	£1,000
Income	Potentially overseeing and coordinating work in excess of £1m, however this role is not directly responsible for this income/expenditure
Project Size (normally managed)	Small, although may need to manage larger projects on occasion or on interim basis
Assets (required for job, exc. buildings)	N/A
Visitors (number per annum)	N/A

5. Creative Ability

Essential:

- A creative and strategic thinker, able to devise and develop WWT work areas and contribute to the development of WWT strategy.
- An excellent problem-solver, able to resolve significant issues and challenges that arise in WWT project development or delivery.
- An ability and resilience to work under pressure and adapt to rapidly changing circumstances, including when representing WWT externally.
- High degree of autonomy over day-to-day work programme.

6. Contact

Essential:

- Ability to collaborate with and influence a wide range of stakeholders, both internally and externally, to deliver outcomes and ensure WWT objectives are met.
 - Ability to maintain a network of external national contacts, statutory agencies, academia and/or NGO's.
 - Ability to work closely with Managers and Sponsors of WWT's conservation projects, ensuring effective delivery.
 - Excellent communication and media skills – verbally, visually and in writing.
 - Ability to represent WWT locally, regionally and occasionally nationally.
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General Notes

This position will from time to time require work during some evenings, weekends and public holidays to meet the needs of the post.