

Appointment of
**Director of
Conservation**



WWT

An introduction from our Chief Executive



The world is waking up to the power of nature rich wetlands. In this incredible space where water and land meet lies a solution to a climate in crisis and biodiversity in freefall. Not only do 40% of the world's wildlife depend on wetlands, but our lives do too. This is why here at WWT we are on a mission to restore wetlands and unlock their power. Taking direct action to bring wetlands back to life and inspiring and empowering everyone to do just the same. This is your chance to mark that societal awakening and achieve real change in our world.

With big ambitions ahead, WWT is now seeking to appoint a Director of Conservation to ensure a greater impact for wetlands and their wildlife. Working nationally and internationally you will lead ground breaking research in wetlands and wetland nature and lead programmes driving action for wetland restoration with partners at a landscape scale, as well as influencing policy makers and supporting communities to help build our voice and create a wider movement for wetlands and for change.

The Wildfowl & Wetlands Trust (WWT) is a global wetland conservation charity working to create a world where healthy wetland nature thrives and enriches lives. For 77 years we have been a charity dedicated to finding solutions, fixing problems and inspiring change; unwavering in our purpose for wetlands and wetland species. We have built on the pioneering work of our founder, Sir Peter Scott, to become the UK's leading wetland conservation charity. We understand, create and manage wetlands, from huge coastal marshes to small farmland ponds, and we know the super powers wetlands have for our wildlife, our world and our society. Our species recovery work in the UK and globally has helped us to drive the restoration and protection of wetlands, in turn creating more healthy habitats for wildlife and the communities that rely on them. We have a history of quietly delivering and advocating for changes. Our 10 UK wetland sites

showcase our work and create fabulous opportunities for people to connect, enjoy and be inspired by wetland species. We have a supporter base of around 100,000 people as members, adopters, legacy pledgers and donors.

If we are to accelerate the pace of wetland restoration, and keep hold of the precious few wetlands we have left, we need to change. In October we launch our strategy to 2030, setting out how we are changing to continue to be a beacon of hope and optimism in today's world.

I am looking for a Director of Conservation who can inspire our people, and collaborate with partners, to deliver with impact our work on wetland restoration internationally and in the UK. To develop bigger and better connected wetlands in the UK and our global hotspots, to encourage more people to value and take action for these unique places, and to work with key decision makers around the world to realise the essential role wetlands play in restoring nature, combating climate change and enhancing health and wellbeing. I am looking for a great communicator and collaborator, someone who is able to prioritise our resources to those with great impact and someone with a strong business head to improve our effectiveness and look to a wider range of funding for this work.

The rest of this pack sets out some more details about the work we do. More information can be found on our website. I hope you find this vision compelling and we very much look forward to hearing from you.

Thank you

Sarah Fowler,
Chief Executive



Our vision

Creating a world where healthy wetland nature thrives and enriches lives.

Our mission

To restore wetlands and unlock their power. By taking direct action to bring them back to life and empowering everyone to do just the same.

Why Wetlands?

We are facing a climate, nature and wellbeing crisis. Wetlands are the answer.

Teeming with biodiversity, providing homes for many endangered species and multiple resources for people, wetlands are found all over the world from the mightiest delta to the humblest pond. They are part of our natural infrastructure, providing

essential protection against environmental issues like flooding, drought and pollution. More than one billion people depend on wetlands; 40% of the world's species rely on wetlands. More than a quarter of all carbon in the ground is held by wetlands. Yet they are disappearing three times faster than forests.

But there's hope. Unlike ancient woodland and rainforest that can take centuries to regenerate, with our help wetlands have the ability to bounce back in a matter of months and years.



About us

WWT is a charity registered with the Charity Commission in England and Wales and with the office of the Scottish Charity Regulator. The charity was founded in 1946 and converted to a charitable company limited by guarantee, registered in England and Wales in 1993.

WWT has four, wholly-owned subsidiary companies, each registered in England and Wales.

Wildfowl & Wetlands Trust (Trading) Ltd carries out commercial activities, mostly retail and catering, at WWT's centre. Wildfowl & Wetlands Trust (Consulting) Ltd, known as WWT Consulting, provides environmental consultancy services. Wetlands Advisory Service is now dormant. Wildfowl Trust (Holdings) Ltd does not trade, but acts as trustee of property for WWT. Each of the trading subsidiaries donates its taxable profits to WWT every year, under the Gift Aid scheme.

For information on our annual reports and accounts, click [here](#).

Each subsidiary company has its own Board of Directors responsible for running each company. The Chief Executive and at least one other member of WWT's Management Board sit on each company's board. The Director of Operations is a member of the Trading Board.

WWT's Management Board, consisting of WWT's Directors, oversees the day-to-day running of the Trust. This role will report into the Chief Executive, who is ultimately accountable to the Chair of Council.

All members of the Council are volunteers who give freely of their time and have no beneficial interest in the group or charity. More information about the Council can be found [here](#).

For more information on our sustainability impact and reporting, click [here](#).



Our history

WWT was founded by Sir Peter Scott in 1946.

The son of Antarctic explorer Captain Scott, Peter was an Olympic sailing medallist, a well-known painter and broadcaster. He was the founding chair of WWF – he even drew their famous panda logo.

He set up the Wildfowl & Wetlands Trust at Slimbridge as a centre for science and conservation open to the public.

Peter and his family presented the BBC's first live television wildlife programmes from his artist's studio overlooking the lakes at Slimbridge, from where he brought a love for the British countryside into millions of homes.

WWT grew from strength to strength during Peter's life and since his death in 1989. We now welcome a million visitors each year to ten Wetland Centres in the UK, and we undertake more research and conservation projects around the world than ever.

For more information on our timeline since 1946 click [here](#).



Our strategy to 2030

This is a pivotal time for WWT as we move to implement our next strategy. The strategy looks to 2050 and takes action to 2030. It has been approved by Trustees and was developed by the Management Board and many of our colleagues in WWT.

By the time you will join us we will have launched our strategy to 2030 and be on the way to preparing for its implementation. With targets to 2050 to have:

- **Bigger, better more connected wetlands:**
 - with over 100,000 ha of new and restored wetlands* in the UK and UK Ramsar sites protected and in favourable condition, and;
 - the quality and resilience of 1 million ha of internationally important wetland habitat in our global hotspots will have improved locally though locally led action**
- **More people valuing, acting for and benefitting from wetlands:**
 - in the UK building a movement of 1 million people inspired and supported to take positive action to restore, protect, create and protect wetlands that are rich in nature where they live and work, and;
 - reaching 25,000 conservationists worldwide, from grassroots to government, and enabled them to delivered increased wetland conservation impact
- **WWT as a thriving, impact driven organisation that is capable of delivery at scale, leads by example, is financially resilient and our people are diverse, empowered and engaged.**

As Director of Conservation you will lead teams building expert evidence to make the case for wetlands and find best ways to restore wetlands, delivering programmes taking practical action in the UK and internationally working with partners and communities and speaking up for a blue recovery, influencing policy makers and politicians to help build our voice and create a wider public movement for change. You will be inspiring and leading our fantastic employees and volunteers in their field.

* Our habitat focus is: saltmarshes (and associated intertidal habitats); floodplain wetland mosaics (including ponds); rivers and streams; lowland peatlands; constructed wetlands; urban wetlands (including Sustainable Urban Drainage Systems); water storage wetlands (including man-made reservoirs).

** Our priority hotspots are: East Asian intertidal wetlands; Cambodian Mekong Delta; freshwater lakes of Madagascar; coastal wetlands of East Atlantic Flyway (focussing on West Africa.)



Job description

Reporting into the Chief Executive, the Director of Conservation will provide strategic leadership to deliver both ground-breaking research and conservation action on the ground nationally and in our global hotspots internationally to actively restore wetlands at scale.

Functions of the post include:

- Achieve measurable wetland conservation outcomes in line with WWT's overall strategy in the UK and internationally.
- Provide inspiring and professional leadership to the Conservation Directorate whilst playing a full role as a member of WWT's Management Board, contributing on Trust-wide matters and inspiring all staff and volunteers.

Supervisory responsibilities:

The leadership and professional support of the Conservation Directorate across the UK and internationally, including any associated volunteers, research scientists and student placements.

Direct line management of Heads of Department and 2 Managers

Hours worked:

Full-time. 37.5 hours per week, (although flexible working arrangements can be considered.)

Responsibilities of the post:

- To deliver conservation outcomes in line with WWT's overall strategy through the implementation of HQ Conservation-led programmes in the UK and internationally, supported by five year and annual conservation programme work plans.
- To support the delivery of Conservation-led programmes to address current and future wetland issues and as part of developing WWT's overall Strategy.
- To support programmes and plans led by others related to visitor experience and engagement, conservation at our sites, political advocacy and wider conservation communications, ensuring that information on conservation topics is provided as and when appropriate to develop greater connection with the waterscapes around sites and enable experiences of nature connectedness for visitors to our nature reserves.
- To support the development and implementation of WWT's international advocacy and communication work.
- To support the development of WWT conservation policies in key areas of concern.
- To provide direction and leadership to all staff and volunteers within the directorate 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 frameworks.
- To ensure that WWT's conservation work is based on current evidence and scientific knowledge and, where appropriate, develop WWT and partnership research where they support direct conservation outcomes.
- To ensure effective management of agreed budgets in line with WWT procedures and working with other directorates as required, securing funding for WWT's Conservation-led programmes in conjunction with the Fundraising, Marketing & Communications directorate.
- To work with the Chief Executive and Deputy Chief Executive to build effective relationships with government, NGOs and other partners in the UK and internationally.
- To work closely with the Chief Executive, Deputy Chief Executive and the Fundraising, Marketing & Communications directorate to ensure the regular communication of WWT's conservation achievements, projects and topical issues internally, through the intranet, in-house magazine, etc. and to the outside world through regular contribution to WWT's Waterlife magazine, website, media and participation in conferences.
- To contribute to policy development, decision making and direction setting by the Management Board and attending meetings of WWT's Council and Finance Committee as required.
- Reporting to the Chief Executive on the performance and key activities of programmes managed by the directorate and contributing to the quarterly report to the Council.
- In addition to the duties and responsibilities listed the post holder is required to perform any other reasonable duties which may be assigned by the Chief Executive from time to time.

Person specification

Candidates will be required to demonstrate experience and achievement against the majority of the following areas. How something is achieved and delivered is as important as what the result is:

Qualifications

Essential:

- Degree or equivalent professional standard in a relevant subject.

Desirable:

- A further degree or postgraduate qualification in a relevant subject.

Experience

Essential:

- Senior leadership experience in a multi-stakeholder organisation: considerable experience of senior leadership working within a similarly complex, multi-stakeholder organisation being as comfortable working with Secretaries of State as with community groups and research institutions.
- A high performance ethos and a track record of successful delivery of multiple programmes across countries in a matrix management environment: Significant experience of leadership and development managing multiple science and conservation programmes across multi-disciplinary teams of colleagues and volunteers, delivering significant impact in the UK and internationally, especially on wetland and water related issues.
- Experience in and knowledge of UK and international wetland and water related issues.
- Track record of developing truly collaborative partnerships with the public and private sector in a commercially minded way, to bring in funding for natural capital and blue infrastructure projects and programmes and securing funding at scale for projects and conservation programmes.
- Experience of the leadership and development of a multi-disciplinary team.
- Experience in financial management, budget setting and control.

Desirable:

- Experience of working on international projects in partnership with governments, NGOs and other organisations.
- Experience of political advocacy, campaign promotion, general communication and public relations.

Managerial & Supervisory

Essential:

- Experience in managing the life cycle of team members in accordance with established frameworks to include recruitment of senior and skilled team members, appraising and providing regular feedback and support, managing the performance and development of a multi-skilled team and addressing issues when they arise.
- Experience in the allocation of resources to fulfil priority projects, identifying when team structures need to be re-organised and identifying the need for new or alternative resources as and when required.
- Ability to provide clear leadership and direction, to value all team members and to inspire everyone to be at their best within a large team of diverse people.

Type of staff	Number directly managed	Number supervised
Employed Staff	7	70
Volunteers/ Casual Workers	0	8

Responsibility

Essential:

- Ability to set and deliver strategic plans engaging a team of people to develop and deliver these plans.
- Ability to make decisions related to WWT wide activity and to prioritise according to the needs of the business as a whole.
- Ability to lead by example displaying the highest levels of personal integrity and commitment, promoting a positive environment based on WWT's values and leadership culture.

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure	£1,000,000

Creative Ability

Essential:

- A creative flair for problem solving and conservation innovation.
- Innovative and adaptive with the ability to respond to opportunities, challenges and the changes of our growing organisation.
- Ability to be resilient in overcoming barriers, recovering from setbacks and identifying lessons learnt.
- Ability to gather, analyse and apply information and research from the conservation / environmental sector.

Contact

Essential:

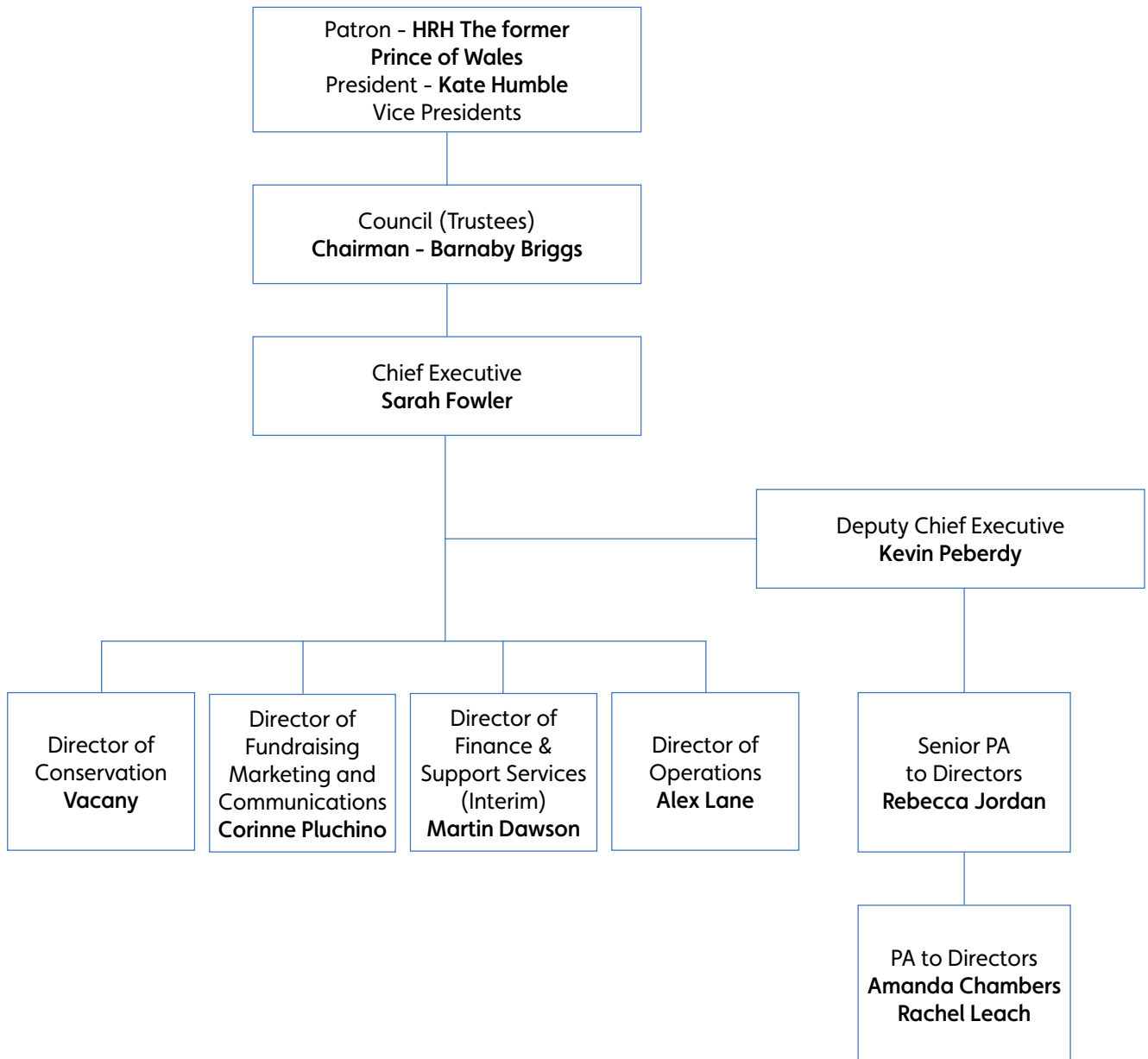
- An exceptional communicator who is able to turn complex scientific research and complex policy issues into clear messages, simple asks in a compelling, inspiring and thought provoking way.
- A collaborator, who is outcome driven and with a strong track record of building supportive relationships across an organisation. With outstanding interpersonal skills and a self-awareness; to support a one team approach, willing to be an active advocate for the whole organisation and the entire WWT strategy.
- Ability to effectively negotiate, influence and persuade others at senior levels to ensure achievement of results.
- The possession of excellent oral and written communication and presentation skills including the ability to present in a variety of public forums.
- Effective team-working and collaboration skills.

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.

Whilst this post is based at Slimbridge, or another of our wetland sites, travel will be necessary therefore a current driving licence is essential as is a willingness to travel to other WWT Wetland sites and internationally.

Management board





How to apply

To apply, please submit a CV and covering letter to: recruitment@wwt.org.uk stating your name and the job role within your email. Your covering letter (2-3 pages) should outline your motivation for joining WWT and why the role would be a good fit for you. You will also highlight your experience, knowledge and skillset in relation to the person specification on the job description.

To help support our fair and inclusive recruitment practices please do not include personal information within your CV or covering letter that identifies you (this will be captured within a brief application form). This means that we can recruit based on your knowledge and skills and not background, gender or ethnicity. If you have any queries in relation to this please contact our recruitment team via the email above.

We will also need you to complete a brief application form by visiting http://jobs.wwt.org.uk/vacancies/1788/WWT/director_of_conservation/ and clicking on the 'Apply Now' button.

If you would like to speak to someone about the role in more detail please contact Rebecca Jordan, Senior PA to the Directors, via Rebecca.Jordan@wwt.org.uk

The headquarters for WWT is Slimbridge Wetland Centre in Gloucestershire. There is scope for this role to be based at one of our 10 wetland centres in the UK with the opportunity for hybrid working, but this role will demand regular (once a week) travel to Slimbridge. Please note there is a need for some international travel to fulfil the requirements of this role.

The salary for this role is £88,964.

Deadline for application is 11.59pm, 11 September 2023.
Interviews will take place in September and October.

WWT is an equal opportunities employer and all applications will be considered solely on merit.



WWT