# Curlew Recovery Partnership Director

## The Partnership

The Curlew Recovery Partnership is an exciting and transformative initiative, which aims to help secure the future for one of England’s most iconic and threatened species, the Eurasian Curlew.

The partnership builds on the existing informal network of projects and individuals working successfully at a local level, connecting them at a national level to other projects, conservation NGOs and Government agencies. We seek to influence government to ensure that the opportunities arising from the 25-year Environment Plan and its ambitions for Species Recovery, Nature Recovery Networks and the new Environmental Land Management Scheme, benefit Curlews. We create and share evidence-based practice in Curlew conservation, and we provide a strategic viewpoint on the direction that Curlew conservation should take in England.

The steering group is made up of representatives from Curlew Action, Defra, Natural England, the Wildfowl and Wetlands Trust, the RSPB, the Game and Wildlife Conservation Trust, the British Trust for Ornithology, Curlew Country, the Duchy of Cornwall and the Bolton Castle Estate.

## Our vision

Our 10-year vision is one where the current decline in Curlew populations across England has halted, and populations are recovering, supported by appropriate habitat and predator management that will deliver other biodiversity objectives. The people on the ground delivering conservation action for Curlews are supported financially and intellectually.

## Role outline

We are seeking a Partnership Manager. The role will be hosted by WWT, but will report to the Partnership Steering Group. You will be responsible for delivering the Partnership’s vision of improving and amplifying conservation action for Curlew. You will work closely with Mary Colwell, prominent author and campaigner for Curlews, who is the Chair of CRP. We intend to secure part-time administrative support for the post. Working with all members of the partnership, and drawing on their differing expertise and contacts, you will support the broad network of people trying to improve Curlew conservation on land that they own or manage, helping them understand and adopt best practice in Curlew conservation. You will inspire and motivate people to do more to help Curlew recovery. You will help ensure that Curlew conservation projects are informed by best practice, and that national conservation strategy reflects both the needs of Curlews and the people who are aiding recovery.

# Job Description

## Main function of role:

To manage delivery of the work programme of the Curlew Recovery Partnership on behalf of the Steering Group Partnership and the Chair. To mobilise and co-ordinate the existing resources across the main partners, the broader group of partner organisations and with the grassroots conservationists in the form of farmers, land managers, practitioners, gamekeepers, volunteers and all those that have a passion for Curlews in England.

## Main duties:

### National co-ordination

* Respond to UK Government consultations, particularly relating to Defra agri-environment schemes (AES) such as the Environmental Land Management Scheme (ELM) and woodland creation schemes.
* Develop policy briefs for Defra on key topics in Curlew conservation, including predator management, silage/hay cutting and forestry.
* Co-ordinate fora for key AES schemes, e.g. Farming in Protected Landscapes, to ensure effective sharing of outputs relevant to Curlew conservation and capturing key findings for Defra policymakers.
* Work with partners to identify opportunities for improved co-ordination of data collection for breeding Curlews at regional and national level.
* Represent CRP on (and share resources with) the UK and Ireland Curlew Action Group (CAG) and the Curlew Wales Steering Group and correspond and co-ordinate training activities with Working for Waders in Scotland.
* Support the development of research to increase the evidence-base for Curlew conservation, in particular by encouraging multi-partner research collaborations

### External communications and activities

* Develop and maintain the CRP website, blog, social media, and email accounts.
* Develop and maintain the CRP network of >350 Curlew conservationists, primarily across England.
* Support local Curlew groups in England through provision of advice and resources about funding, fieldwork etc.
* Visit important Curlew areas and projects to understand local issues and engage with a broad range of Curlew conservationists.
* Engage with local, regional, and national media to disseminate key messages about Curlew conservation and promote CRP network activities.

### Internal communications and activities

* Ensure that the CRP, including its Steering Group and Working Groups, is effectively managed.
* Manage the CRP finances and provide a monthly update to the Chair and SG (with support from colleagues in GWCT who administer the CRP bank account).
* Identify opportunities for future CRP funding, both from UK Government and various public and private sources, to support management overhead and delivery of local research and conservation projects.

### CRP resources

* Work with SG members to develop, deliver and co-ordinate CRP training activities including field and online workshops, online videos, and online resources.
* Work with SG members to develop and deliver the Curlew Fieldworker Toolkit and undergo regular updates to ensure content confirms with best practise.

# Person Specification

## Qualifications

### Essential:

* Degree or equivalent experience in a relevant subject
* Current driving licence and passport

### Desirable

* A recognised qualification or accreditation in project management (e.g. PRINCE2, APM accreditation).

## Experience

### Essential:

* Track record of working with local grass-roots projects and/or farmers to develop and deliver conservation projects
* Track record of working with local and national governments, private sector and civil society bodies
* Experience in organising and facilitating multi-stakeholder participatory processes and policy dialogues
* Experience in partnership building and relationship management
* Understanding of relevant technical fields (including species recovery; wader ecology; economics of rural environments; stakeholder engagement techniques; natural capital and ecosystem service approaches)
* Understanding of the relevant policy context, including agriculture, forestry and species recovery, especially as it relates to conservation of Curlews and their habitats
* Experience of the UK biodiversity fundraising environment and of managing grants and funding partnerships
* Experience of project design, planning and evaluation
* IT skills including use of Microsoft Office Outlook, Word, Excel and PowerPoint and the use of online tools for document sharing and collaboration

### Desirable:

* Experience of Curlew conservation projects or similar species recovery initiatives
* Experience of implementing effective organisational governance arrangements

## Competencies

* Ability to co-ordinate stakeholders within the Recovery Partnership, including dealing with conflicting opinions and objectives
* Ability to work effectively with multiple partners, giving growing momentum towards partnership working
* Demonstrated capacity to strategically manage diverse teams to achieve results
* Demonstrable project management skills including development of work plans, project financial management, monitoring and evaluation and effective reporting
* Excellent written and oral presentation skills and ability to communicate to a variety of audiences
* Excellent communication and networking skills, able to negotiate with, persuade and influence a wide range of stakeholders
* Able to work independently, prioritise workload and meet deadlines, with a high degree of autonomy over day-to-day work programme
* Willingness to travel extensively around England and occasionally further afield (chiefly other countries in the UK and Europe)
* Able to raise substantial funds for conservation projects