



Senior Project Manager (Eelscapes)

Grade: 10

Directorate: Conservation

Location: WWT Slimbridge, with regular travel within the Severn Vale

Reporting to: Head of UK Programmes

Main function of post: To directly manage the development phase of 'Eelscapes', a large, complex and multi-stakeholder project, using WWT's Project Management Framework. To represent WWT at a senior level to key external audiences.

Supervisory responsibilities: Line management responsibility for project staff, with indirect matrix management of wider project teams, including staff working for our partner organisation, Gloucestershire Wildlife Trust.

Main duties of the post

1. To effectively and efficiently manage the development phase of the Defra Landscape Recovery-funded Eelscapes project in accordance with WWT's project management framework and funder requirements, including the grant agreement.
2. To provide direction and leadership to all staff and volunteers within the project team, enabling every team member's contribution to be maximised by ensuring that the appropriate levels of guidance and support are provided through professional line management which follows WWT's people framework.
3. To work towards approved project outcomes and key deliverables, ensuring that goals are realistic and practical, and to develop and manage appropriate strategies for achieving these goals.
4. To identify and secure all the internal and external resources, whether financial or human, required to complete the project successfully, in line with the approved budget.
5. To take responsibility for budgeting and managing resources for the project, including signing-off on project expenditure within approved limits (and escalating where necessary).
6. To implement an appropriate and effective project governance and reporting structure which takes into account all project partners, in accordance with WWT's Project Management Framework.

7. To develop and execute an efficient internal project communication strategy for ensuring communication with all levels of management within the team.
8. To develop tools and techniques for allocating tasks according to the skills of every team member and also to evaluate the performance of all team members.
9. To manage external stakeholders involved in projects, including but not limited to the establishment and operation of formal joint project delivery structures.
10. To be proactive in supporting a cross-organisational project team.
11. 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.
12. 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.
13. To oversee external project communications, working with partner Communications teams and the Stakeholder Advisor to develop and implement an effective plan.
14. To represent the Eelscapes project and WWT to external audiences in the field of coordinated landscape scale wetland enhancement and effectively briefing others (chiefly the Director of Conservation and Head of UK Programmes) as appropriate.
15. To provide appropriate content for internal reports and other publications/messaging as required by the Head of UK Programmes.
16. 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.
17. To be responsible for ensuring that your team engage with the WWT Sustainability Statement, being aware of negative environmental impacts and incorporating sustainable ways of working within the team.
18. 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.

Date raised: 18th November 2022

Amended:

Person Specification

1. Qualifications

Essential:

- Degree-level qualification in a relevant field
- Current driving licence

Desirable:

- Postgraduate-level qualification in a relevant field
- A recognised qualification or accreditation in project management (e.g. PRINCE2, APM accreditation)

2. Experience

Essential:

- Substantial experience in the field of delivering multi-partner, large-scale habitat enhancement projects alongside current thinking and trends in the sector
- Extensive experience of managing a 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
- An excellent track record of building and 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 statutory grants

Desirable:

- Experience of project design, planning and evaluation
- A working knowledge of wetland ecology and conservation, particularly in relation to lowland river systems
- Knowledge of or experience in environmental economics

3. Managerial & Supervisory

Essential:

- Ability to lead, manage and motivate a team
- 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	0-5	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 multiple project related budgets of up to £1 million

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (sign off level)	Up to £10,000
Project Size (normally managed)	Major
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 the project and organisation effectively to partners/stakeholders, at external events, and in the media
- 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