**Conservation Manager – Job Description**

**Salary:** £31,638 to £36,252

**Contract:** Full time, permanent.

**Job Purpose:** To develop and lead the Trust’s conservation work on land and sea.

**Responsible to:** Chief Executive

**Working relationships:** Internal – other members of the leadership team, particularly the Isles of Scilly National Landscape Manager, and staff and volunteers across the Trust.

External – partners, funders and the local community.

**Responsible for:** Conservation team staff (likely to be 1-4, depending on volume of projects) and volunteers.

Please note that the Isles of Scilly suffers from a severe housing crisis. The Isles of Scilly Wildlife Trust does not expect to be able to offer any accommodation for the postholder.

**The Isles of Scilly Wildlife Trust and our needs from this role**

We are looking for an experienced and talented nature conservationist with leadership experience or potential, who excels at project development and partnership working. Ideally you will also have substantial ecological knowledge. We need an inspirational and collaborative person who will contribute a great deal to the Trust team. We seek someone who is excited by the opportunities – and challenges – of life in Scilly, and who shares our passion for keeping Scilly special.

If this sounds like you, then we look forward to your application for this key job which is pivotal to our prospects for future success.

The Isles of Scilly Wildlife Trust is the only charity managing land for wildlife in Scilly. We are the UK’s smallest Wildlife Trust, but we are also the Trust with by far the greatest impact in relation to the scale of our place. We are responsible for about half of the land across the Isles of Scilly. We are central to the tourism industry and a very large part of the local voluntary sector. We manage our land for rare species and habitats, for its outstanding archaeological interest, and to provide access, enjoyment and understanding to local people and visitors.

We are one of 46 Wildlife Trusts – a grassroots movement of nearly a million members across the UK, with around 40,000 volunteers and 3,000 staff, caring for 100,000 hectares of land. We are acting together to reverse the loss of wildlife, prevent climate catastrophe and help ensure everyone has access to nature on their doorstep.

**Outline of key responsibilities**

* Play a key role in the Trust’s leadership team, working collectively towards the delivery of our strategy, workplan and budget, and furthering our values.
* Lead the Trust’s conservation team, including identifying opportunities, seeking new funding and managing staff and projects.
* Ensure there is an effective ecological monitoring strategy in place for the Isles of Scilly, particularly over the Trust’s land, and help support the Trust in the delivery of its commitments under agri-environment schemes.
* Take an overview in the development of our ambitious plans to eradicate rats across all of the Isles of Scilly (with the exception of St Mary’s) through the Isles of Scilly Seabird Recovery Partnership.
* Manage our seabird survey, monitoring and collaborative research (the Isles of Scilly is now a UK Seabird Monitoring Programme site).
* Represent the Trust in the development of the Landscape Recovery ELMS *Small is Beautiful* project, led by the Duchy of Cornwall, and work with other land-managers in Scilly alongside the Farmers & Growers Initiative facilitator team (contracted to the Trust as part of our work as delivery partner for the Isles of Scilly National Landscape (IoSNL) partnership.
* Support the IoSNL Manager (another member of the Trust’s Leadership Team) with the Trust’s work as delivery partner for the IoSNL partnership.
* Lead our species conservation work, including that for the species prioritised by the IoSNL partnership under the Colchester Declaration.
* Lead our work to manage the impacts of recreational disturbance on wildlife.
* Work with the Islands’ Partnership and the Trust’s Fundraising & Communications Manager to develop the isles as a sustainable tourism destination.
* Develop a marine conservation programme for the Trust.
* Engage with the opportunities stemming from the Isles of Scilly Community Research Network which is being developed.

Like all Trust staff, the postholder must:

* Champion inclusion and diversity.
* Promote the Trust, recruiting local Members, and Friends of Scilly Wildlife.
* Be willing to undertake other tasks and work flexible hours as reasonably required.

All staff are ambassadors for the organisation both internally and externally and are expected to always act in a professional manner. They are required to abide by organisational rules, policies and procedures as laid down in the staff handbook, adopt environmentally friendly working practices, maintain high personal standards of efficiency and customer care and foster a ‘can do’ culture based on ownership, initiative, teamwork and exchange of information.

We want our people to be as diverse as nature, so we particularly encourage applications from people who are underrepresented within our sector, including people from minority ethnic backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities. Please let us know if you require any adjustments to make our recruitment process more accessible.

**Person Specification**

Essential

* Substantial experience in delivering nature conservation action.
* The ability to lead and inspire, and to effectively support and supervise staff and volunteers.
* A strategic grasp of nature conservation, with the ability to develop clear plans and to steer collective working to implement these plans.
* A good general knowledge of ecology and UK natural history, and the ability to quickly develop a strong understanding of nature conservation priorities in the Isles of Scilly.
* A depth of experience of partnership working.
* An understanding of what it takes to live and work effectively in small island communities.
* Excellent in person and written communication skills.
* Ability to work alone and use own initiative appropriately, whilst also being able to work effectively as part of a busy and complex multi-disciplinary team.
* High levels of motivation and personal organisation skills.
* Enthusiasm for the work of the Isles of Scilly Wildlife Trust.

Desirable

* A depth of experience in achieving practice sustainable development, especially in a tourism-dominated economy.
* Experience of effective community engagement.
* Relevant taxonomic expertise.
* Habitat management expertise.