

JOB DESCRIPTION

Area Manager

Reports to: Director of Water Land and Catchment (WLC)

Responsible for: Strategic Development and leadership of Catchment Cluster

Location: Hybrid work, at home and in the office based in Leatherhead with travel across the South East.

The Role

We need an individual with proven leadership experience who can lead one of SERT's three Catchment Clusters (CCs). This role is an exciting challenge and will require you to build on the foundations of what has already been achieved. You will maximise our impact by collaborating with our Specialist Teams to prioritise SERT's activities. Central to this is the need to deliver effective catchment management through our Catchment Partnerships. You will also work strategically with the Restoring Rivers and Catchments team (RRC) to identify and prioritise projects which drive impact, whilst working closely with our Working With Communities team (WWC) to further increase engagement with the communities who live along the CC's rivers.

We require an individual who can confidently develop, grow and lead a team, whilst seeking new opportunities for impact. You will be adept at business development and will be comfortable supporting strategic relationships with catchment partners, local government, regulators, water companies, local businesses and environmental organisations. You will need a good overview of Health and Safety best practice, empowering the RRC team to undertake effective project delivery and risk management in the field.

Key Duties and Responsibilities

1. Building, embedding and leading a new team

- Help to establish and enhance a 'one-team' ethos across the CC, whilst also ensuring it is embedded within the wider organisation.
- Work with the Director of Water, Land and Catchments and the Head of Development to incorporate the findings from the Pilot Catchment Cluster and enhance how we prioritise restoration and engagement work. This will involve the development of a new Geographic Impact Plans (GIPs) in partnership with the Specialist Teams.
- Leadership of the team ensuring a supportive, collaborative, inquisitive and ambitious culture.

- Direct line management of key roles within the CC, ensuring performance and alignment with key priorities.

2. Strategic prioritisation and business development

- Identify new project funding opportunities from a range of sources to grow SERT’s overall project pipeline. Directly support the development of high-quality funding bids either by leading bids or providing input to those led by others.
- Lead the CC’s prioritisation on the key activities (including restoration and engagement) that we wish to undertake in our catchments.
- Secure and increase funding annually, starting at £1.5m to support the CC.

3. Strategic partnerships and thought leadership

- Support the development of specific strategic objectives relating to stakeholders, partnerships including an assessment of key stakeholders within the CC and the prioritisation of who SERT needs to be working with.
- Ensure the CC is at the right tables where decisions affecting its rivers are being made and has an important and respected voice in those decisions.
- Keep up to date on relevant government initiatives, environmental markets and trends to create opportunities and new relationships that support SERT’s strategic objectives.
- Support and contribute to SERT’s commitment to equity, diversity and inclusivity through your own behaviours and that of your team, and through project and opportunity development. Role model the values of the organisation and contribute to the cultural development of SERT.
- Any further duties where appropriate and consistent with the role’s levels of responsibility, competence and risk profile.

Person Specification

Requirements	Essential	Desirable
Training & Experience		
Significant demonstrable experience working at a leadership level in a similar organisation, managing others and contributing at a strategic level.	✓	
Demonstrable experience of business development and growing impact and income (~£1.5m+ pa) within an environmental organisation.	✓	
Experience of developing, leading and inspiring teams.	✓	
Significant experience in engaging a range of stakeholders and developing effective internal and external relationships.	✓	

Experience working in a project funded organisation.		✓
Knowledge & Understanding		
Knowledge of the pressures affecting river and catchment health in SE England, including water scarcity, flooding and pollution, and the role that nature-based solutions can play in addressing these challenges, e.g.Natural Flood Management.	✓	
Knowledge of the policies, plans and frameworks that underpin water management (e.g. water company planning, the Catchment Based Approach, and catchment frameworks).	✓	
A good understanding of ecosystem services, Natural Capital and emerging nature investment opportunities (including green finance/nature markets).		✓
A good understanding of monitoring approaches and the presentation of this data to inform decision making and demonstrate impact (to include citizen science and GIS).		✓
An awareness of good Health and Safety Practice to enable oversight of work in the field including river restoration, catchment management and working with communities.		✓
A basic understanding of communications (and wider marketing) to effectively demonstrate the CC's impact.	✓	
Skills & Personal Attributes		
A passion for protecting the environment.	✓	
Able to engage a range of internal and external stakeholders through spoken, written and digital communications.	✓	
A skilled leader able to bring people together to reach a common goal.	✓	
A positive attitude – willing to pitch in, be flexible and able to embrace change.	✓	
Miscellaneous		
Commitment to equity, diversity and inclusivity in the workplace.	✓	
A suitable home working environment.	✓	
Right to work in the UK.	✓	
Willing and able to travel across the region to meetings and site visits	✓	
Ability to work occasional evenings and weekend if required.	✓	