



# Job Description

## Director of Water, Land & Catchments

<b>Reports to:</b>	Chief Executive
<b>Responsible for:</b>	Leading our ambition to upscale our impact through our project pipeline, stakeholder relationships, environmental markets and other opportunities. Oversight and leadership of evidence, engagement and specialist teams working in catchments, Nature-based Solutions (NbS) and water resources. Part of the Executive Team leading the whole organisation.
<b>Location:</b>	Hybrid working from home, in the office and visiting sites across the region. Minimum of two days per month in the office based in Leatherhead.

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### About us

We are SERT, the river restoration charity for the South East of England. Our vision is that rivers across the South East are clean, healthy and rich in biodiversity. Our mission is to restore and protect rivers and their catchments against multiple threats and a dramatically changing climate. We do this by:

- delivering evidence-based and nature-based solutions on land and in rivers;
- inspiring and empowering more people to protect rivers for the future.

Working at SERT is rewarding, fulfilling and busy. We work collaboratively and with passion, and this is reflected in our core values of: delivering high quality work, using expertise and scientific understanding, building good and effective relationships, and bringing positive energy to all we do. With rivers and catchments needing serious action to survive, our aims are growth and impact – so you'll be comfortable with challenges and excited by change. If this sounds like an environment that you would thrive in, we would love to hear from you.

### The role

You will work alongside the CEO to identify and develop strategic opportunities across the aquatic environmental sector. These include new and emerging environmental markets (such as biodiversity net gain) and effective partnerships with key stakeholders in the water industry, environmental NGOs and government. You and your team will take a strategic approach to these opportunities as well as the local and national governmental policies we respond to, ensuring our projects have the greatest possible impact on rivers and their catchments and are well placed to benefit from funding.

This is a unique opportunity for an experienced, ambitious leader who is passionate about the environment and ready to drive meaningful change. It will suit someone who can understand the big picture, identify tangible opportunities and build a tactical approach to realising them through clear plans, outstanding leadership and the ability to inspire others.

### Team Leadership

This is a new role that brings together our Science & Partnerships and Water & Land Stewardship teams. You and your team will deliver key objectives in our 3 Year Plan and develop opportunities that

sustain our organisation and impact well beyond that. These objectives are wide-ranging and include the development of a data and evidence hub, penetrating environmental markets to help fund large-scale, high-impact projects and securing SERT's place at the tables where decisions influencing rivers and catchments are made.

Your executive portfolio includes:

- Science & Partnerships: this well-established team of nine includes catchment-dedicated staff who lead catchment partnerships and develop areas of science and evidence including monitoring and GIS.
- Water & Land Stewardship: this highly skilled team develop approaches and opportunities in a number of areas including water resources, nature-based solutions and agriculture. It has grown from one team member to five in the last few years.

The two teams are responsible for delivering a large part of the critical 'engage and influence' elements of our strategy. By bringing the teams together you will drive greater collaboration on a region-wide impact plan and the expansion of our pipeline of work. You and your team will secure the funding and partnerships that will help make these plans and projects a reality, implementing them on the ground with our Restoring Rivers and Catchments and Working with Communities Teams. The combined expertise in your team and across the wider organisation will help us design ever-better projects and solutions to the challenges facing rivers and water resources in the south east.

### **Organisational Development & Leadership**

As part of the Executive and Leadership Team you will be integral to implementing the 3 Year Plan and shaping the long-term future of SERT. SERT has doubled in size in the last five years and further growth of our team, our impact and our income are firmly in our sights for the next five. You will role model the attitude and behaviours that will help us drive consistently high standards in all we do, and champion our commitment to being an inclusive organisation.

We aim to be the leading deliverer of nature-based solutions (NbS) for rivers and catchments in the south east. You will develop your team of experts in key areas such as natural flood management, water scarcity, pollution and innovation in environmental markets. You and your team will work with a range of stakeholders particularly farmers, catchment partners, the water industry and local government to promote our expertise, the importance of NbS and our ability to deliver them.

Taking a catchment-based approach to improving rivers is at the heart of SERT. We want to realise the ultimate version of this – building catchment-dedicated teams that are making a big impact in each of our 12 catchments, and cumulatively across the whole region. We have made good progress so far but still have areas where we do not yet have the funding or profile to deliver as much as we would like. You will play a leading role in helping us get there.

We are deeply committed to the use of science, data and evidence to identify specific issues and threats to rivers and to inform the design of solutions and projects. We have a wealth of knowledge but limited dedicated resource to develop these crucial areas. You will support the Head of Science & Partnerships in growing our capacity, funding and plans to build an expert team that ensures we have the data and understanding to be the go-to information source for rivers and the leading deliverer of evidence-based solutions in the south east.

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## Key Duties and Responsibilities

### 1. Lead the development of a Water, Land & Catchments Team

- 1.1. Support and direct the Science & Partnerships and Water & Land Stewardship teams to maximise the benefits of collaboration in shared areas of work including data, monitoring, stakeholder engagement and project/funding development.
- 1.2. Work with your team and the Leadership Team to secure future funding for your team and the wider organisation through projects, bids and other income or fundraising activities.
- 1.3. Identify gaps and opportunities within the team to enable future growth across all catchments and to grow our areas of specialism.
- 1.4. Embed and inspire collaboration between your team and other teams within SERT.
- 1.5. Line manage your direct reports ensuring they have clear objectives and the support to do their job effectively. Run timely 1:1s and appraisals giving effective feedback and coaching as needed.
- 1.6. Build an ambitious, inclusive and supportive culture across your teams; extend this across the organisation through knowledge-sharing and project collaboration.

### 2. Business development

- 2.1. Keep up to date on relevant government policy and initiatives, identifying and creating opportunities for SERT and building a network of key contacts in this area.
- 2.2. Keep up to date on environmental market opportunities, identifying and creating opportunities for SERT and building a network of key contacts in this area. Secure scale opportunities in BNG, Replenish and other credit and 'green finance' schemes.
- 2.3. Ensure that you and your reports are effective points of contact on water and land stewardship issues for water companies, regulators, businesses, local authorities and local nature partnerships.
- 2.4. Raise SERT's profile and influence with the water industry, including raising the environmental ambition of water company business plans and increasing the adoption of catchment and nature-based solutions.
- 2.5. Support your team in developing strong Catchment Partnerships and presence, devising strategies to grow their membership and effectiveness.
- 2.6. Work with your teams and support the Head of Science & Partnerships to deliver plans and funding to develop a bigger science, data and evidence base. This will include funding for more resource in this area and developing systems to support it (e.g. a data 'hub') as well as trialling techniques such as NbS through pilot projects.
- 2.7. Ensure your teams' projects embed SERT as a regional leader of NbS for water, with multiple projects to develop catchment NbS schemes, and a clear articulation of SERT's 'offer' through demonstration sites and promotional resources.
- 2.8. Lead growth in funding from the private sector for SERT's work, developing relationships with businesses to form strategic funding partnerships. This includes developing relationships with water companies and Food & Drink sector businesses, building on the [Holistic Water For Horticulture project](#), a project backed by the signatories of the [Courtauld 2030 Water Commitment](#).

### 3. Organisational development and support

- 3.1. Act as a Project Sponsor for priority projects, being accountable for the effective delivery of milestones within the project budget, ensuring funder/client needs are met, and effectively mitigating project risks.
  - 3.2. Manage and support staff working on Catchment, Water and Land Stewardship projects. Embed good project planning, resourcing, and management in the team, including identifying issues early and working collaboratively to resolve them.
  - 3.3. Directly contribute to the delivery of the projects where required - e.g. chairing project steering group meetings, speaking at stakeholder events, leading SERT's response to consultations and plans on relevant matters, reviewing project outputs.
  - 3.4. Support the CEO in the delivery of SERT's 3 Year plan and the future development of the organisation through strategic discussion and learnings from outside the organisation. Lead and engage with decision-making and supporting the development of new processes/policies.
  - 3.5. 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.
  - 3.6. Role model the values of the organisation and contribute to the cultural development of SERT.
  - 3.7. Engage and work with the Board of Trustees as appropriate.
  - 3.8. Any other duties required to develop the role, team, and wider organisation.
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### Person specification

Please keep this person specification in mind, as well as the Trust's core values when completing your application. Knowledge, experience, skills, and attitudes will be assessed through both the application process and at interview.

If you do not meet every criteria below we are still interested in hearing from you. If you are unsure if your experience is sufficient, we can arrange a call with a member of the team to discuss and support your application.

Requirements	Essential	Desirable
<b>Training and Experience</b>		
Significant experience of working at a senior leadership level in a similar organisation, managing your own teams and contributing at a strategic level.	X	
Demonstrable experience of growing impact and income (£1m+) within an environmental, not for profit or charitable organisation.	X	
Experience of successfully managing and resourcing workloads across teams; creating team plans and objectives.	X	
Experience of project design and management.		X
Significant experience in engaging a range of stakeholders and developing effective internal and external relationships.	X	
Experience working in a project funded organisation		X
<b>Knowledge and Understanding</b>		

A good understanding of the threats to river and catchment health, and the drivers and impacts of water scarcity, flooding and pollution in England.	X	
A good understanding of how science and data inform solutions to environmental issues and opportunities.		X
A good understanding of the policies and plans that underpin how water and land is managed – e.g. water company planning, Environmental Land Management Schemes (ELMS), the Catchment Based Approach, Biodiversity Net Gain.	X	
A good understanding of nature-based solutions and their role in addressing water issues.		X
An understanding of business stewardship, environmental markets and green finance and their potential to fund the restoration of nature and fund nature-based solutions.	X	
<b>Skills &amp; Personal Attributes</b>		
A passion for protecting the environment.	X	
Able to engage a range of internal and external stakeholders through spoken, written and digital communications.	X	
A skilled leader able to get the best from teams.	X	
A positive attitude – willing to pitch in, be flexible and able to embrace change.	X	
<b>Miscellaneous</b>		
Commitment to equity, diversity and inclusivity in the workplace.	X	
A suitable home working environment.	X	
Right to work in the UK.	X	
Willing and able to travel across the region to meetings and site visits	X	
Ability to work occasional evenings and weekend if required.	X	

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