

Job Description

Job title:	Pollinator Recovery Manager
Team:	Nature Recovery
Responsible to:	Head of Nature Recovery
Responsible for:	Nature Recovery Officer, Pollinator Pathways Trainees, Community Volunteers
Working base:	Avon Wildlife Trust Head Office in Bristol, Folly Farm Hub, and home working, with regular travel to various delivery sites.

Overall purpose of job

To lead AWT's Pollinator Projects supporting the West of England Combined Authority's ambition to become Britain's Bee and Pollinator Capital.

Engaging with local communities, farmers and landowners to create and restore pollinator-friendly habitats across the project area, from the Cotswolds to the Mendips.

Main responsibilities

- To lead the Pollinator Recovery Team, managing both the Pollinator Pathways and B-Lines projects. Providing high-quality line-management support to the project officer and trainee placements.
- Following the Wilder Pathways approach support trainees through placement schemes, providing practical experience in habitat creation and management. Work with project partner, Buglife, to deliver a series of training/engagement events for volunteers and the wider public.
- Oversee practical conservation tasks and events to ensure the highest levels of competence and health and safety of all staff, placements, contractors, and volunteers involved.
- Provide advice and deliver habitat creation/restoration work for private landowners and partner organisations to achieve specific habitat restoration targets.
- Support AWT's goals for landscape-scale species and habitat restoration projects, through partnership working and the promotion of the projects and AWT's wider strategic goals.
- Manage budgets related to the team's projects and lead the development of similar future funding bids.

Job Specification

Job Impact

- To lead the Pollinators Team, focusing on delivering projects that will restore and create pollen-rich habitats. Work with farmers, landholders, communities and businesses, offering management advice and targeted support for on-the-ground action.
- Increase awareness of the importance of pollinating insects and empower communities to develop and maintain these habitats by providing engagement events, volunteering, and upskilling opportunities.
- Grow this area of AWT's work, by developing new projects and securing future funding - with the support of the Head of Nature Recovery and the Grants Manager.

People and Contacts

- Frequent liaison with a wide range of stakeholders internally and externally including landowners, businesses and community groups, environmental regulators (esp. for securing permissions for on-site works), and partner organisations. Ability to speak to large groups of people and convey complex, scientific messages in a clear and accessible way. Acting as an advocate for the projects and Avon Wildlife Trust.

Management and Supervision

- Direct line management of the Nature Recovery Officer and 2 trainee placements each year. Supervise and direct the work of these direct reports and oversee any third-party contractors hired under the pollinator projects. Hold responsibility for the health and safety of events and work days on AWT and third-party sites

Accountability and Resources

- Accountability for expenditure on the Pollinator Pathways and B-Lines projects. Accountable for additional funding pots accessed to enable further delivery, in liaison with the Head of Nature Recovery and the Head of Nature Reserves & Land Management.
- Responsible for tendering of works in line with internal policy and funding criteria.

Independence and Judgement

- Ability to exercise judgement and independence with considerable levels of responsibility and autonomy. Delivery of a variety of work activities, some complex and non-routine, often working independently, either alone or supervising placements and staff.

Creativity and Innovation

- Successfully working with third-party landowners requires creative thinking and innovative approaches, tailored to meet individuals' needs. The ability to react and respond to unexpected and non-routine situations is essential. As is a willingness to develop and look beyond the boundaries of the immediate projects to expand on this work.

Working Conditions

- Based out of AWT's Bristol office and Folly Farm Hub, with some home working. Significant field-based work with regular travel across the project area. Includes physical outdoor work in all weather and some weekend and evening work.

Person specification

E = essential criteria, D = desirable criteria

Experience

- An experienced practitioner in nature conservation and/or land management across a range of habitats (E)
- Experience of writing nature conservation management plans and reports (E)
- Experience of managing, mentoring and training staff (E) and placements (D)
- Experience of providing environmental advice to landowners and farmers and developing site interventions to enhance biodiversity (E)
- Experience of budget management (E) and bid writing (D)
- Experience of projects delivering NFM, water quality improvements, natural climate solutions (D)
- Experience of contract management and managing relationships with clients and subcontractors. (D)

Competence, Knowledge and Skills

- Understanding of UK conservation framework and legislation (E)
- Knowledge and experience in ecology, countryside management or related discipline (E)
- Good botanical skills including survey and monitoring invertebrates (D)
- A working knowledge of funding streams open to landowners, including agri-environment, voluntary carbon market, biodiversity net gain and the key principles of Nature Markets (D)
- Ability to motivate a wide range of people and negotiate positive outcomes (E)
- Organisational ability, able to work at pace with a track record of meeting deadlines (E)
- Ability to work independently using own initiative and judgement, as well as leading an effective team (E)
- Excellent presentation skills (written and verbal) and ability to communicate effectively with a wide range of people using a range of media (E)
- Hold a full driving licence (E)
- Computer literate and able to use MS Office (E) with knowledge and experience in the use of GIS and other remote technology (D)

Personal Qualities

- Flexible and positive outlook with a solution-led focus
- Enthusiasm and self-motivation
- Self-discipline
- Tact, diplomacy and integrity
- Strong understanding of, commitment to and enthusiasm for the vision, values and work of the Wildlife Trusts