

Job Description

Job Title: Wilder Hadrian's Wall - Development Manager

Contract and Hours: Initial fixed term contract until end of April 2027 with possibility of permanency. Full time, 35 hours a week.

Salary Band: Cumbria Wildlife Trust Grade 6.1, Year 1 - £34,843 plus employer's pension contribution of 9%.

Based At: Flexible: Cumbria Wildlife Trust northern office Gosling Sike, Houghton, Carlisle. Some home / flexible working will be available in line with the needs of the role including desk space available at Northumberland Wildlife Trust's office in Gosforth, Newcastle.

Frequent travel throughout the Cumbria/Northumberland/Scotland border area will be required. Due to the nature of the role, the post holder may be required to undertake occasional evening and/or weekend working for which *time off in lieu* is available through the Trust's flexi-time arrangements.

Reports To: The role will report to and be line managed by the Head of Land Recovery at Cumbria Wildlife Trust. Wilder Hadrian's Wall is a joint initiative between Northumberland and Cumbria Wildlife Trusts and it will be supported by a management group that will include senior representatives from both Trusts and project staff.

Responsible For: Allocated budgets and work programme; line management of project staff; supervision of student placements and volunteers.

Purpose of the Role

The key purpose of this role is to lead the engagement of key stakeholders and influencers that can together drive nature's recovery at a landscape-scale along the Hadrian's Wall corridor. With input from these groups a pipeline of agreed projects will be identified that will form the basis of a future work programme that creates a nature recovery network along that corridor. The role will also involve leading a small team of staff that will undertake the initial planning and development of those projects so that they can be taken forward to delivery in the longer term.

Special Features of the Role

The Wilder Hadrian's Wall is a joint initiative between Northumberland and Cumbria Wildlife Trusts so this role will cover the entire Hadrian's Wall corridor although there will be a focus on areas with gaps in current/planned delivery. It will be important however to ensure that any projects identified link with and compliment similar work already happening, both within and adjacent to the corridor.



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Main Responsibilities and Accountabilities

Engaging stakeholders and influencers:

- Identify the key stakeholders and influencers that can together drive nature's recovery at a landscape-scale along the Hadrian's Wall corridor.
- Promote and coordinate collaborative working throughout the corridor and more widely to contribute to achieving a nature recovery network.
- Seek to build strong relationships across organisations, strengthen collaboration and develop a consensus and aligned approach in support of the Wilder Hadrian's Wall initiative.
- Foster and promote excellent communication and connectivity amongst stakeholders and influencers to promote and foster networking opportunities.

Develop a shared vision for a Wilder Hadrian's Wall with a pipeline of projects:

- Through engagement with relevant CWT and NWT staff, stakeholders and influencers develop a shared vision for a Wilder Hadrian's Wall, set the overall direction of work including defining boundaries for any future work programme.
- Develop a shared approach that through a range of nature-based solutions will address the issues and barriers collectively identified and that will drive the creation of a nature recovery network, and realise the vision of a Wilder Hadrian's Wall.
- Lead the staff team to combine biodiversity and other datasets to develop a baseline of understanding, identify and map drivers/barriers of change. The team will also map opportunities/priorities and identify potential delivery mechanisms.
- Research and identify potential long-term funding streams to enable delivery and ultimately establish a pipeline of projects that will deliver nature's recovery and where possible additional benefits (e.g. improved water quality, soil health & greening infrastructure) in the Wilder Hadrian's Wall area.
- Identify future monitoring, evaluation and reporting needs and put in place measures to determine the effectiveness of delivery, learn lessons, and identify and embed existing best practice.

Operational activity:

- Lead and line manage the team of programme staff, placements and volunteers.
- Prepare annual budgets for the programme and monitor workflows ensuring delivery is to schedule and on budget.
- Contribute to the writing of funding applications as part of a wider team to a broad range of funders and grant providers to sustain and develop the programme further.
- Where appropriate, ensure data and mapping collected via the initiative's activities are shared with Local Record Centres and contributes to Local Nature Recovery Strategies.



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Communications and promotional activity:

- Develop, manage and coordinate a wide range of external communications and events to promote the Wilder Hadrian's Wall Programme (e.g. media activity, talks, blogs, seminars, webinars, conferences etc) and its activities to a wider public audience.
- Manage and maintain a programme webpage - and any appropriate social media activity in support of the work programme according to the available resources.

Other:

- Be proactive in increasing the Trust's membership.
- Raise the profile of Cumbria Wildlife Trust and Northumberland Wildlife Trust.
- Seek to raise increased funds for the Trust.
- Develop and participate in educational aspects of the Trust's work including events, guided walks and illustrated talks.
- Any additional duties as outlined in the Annual Work Plan.
- Any other duties that may reasonably arise from time to time.
- All tasks and responsibilities to be carried out in accordance with the Trust's policies and procedures.

Date: March 2025

Person Specification

Post: Wilder Hadrian's Wall - Development Manager

The post holder will have the following knowledge:	Essential	Desirable
A qualification and/or relevant experience in a relevant subject.	•	
A strong understanding of nature conservation and land management.	•	
An understanding of the 'landscape' of environmental organisations and their roles across the public, private and third sectors.	•	
Understanding of equality, diversity and inclusivity.	•	
Good understanding of one or more of the following: Farming and wildlife; ecology and environmental management; nature and wildlife; nature restoration and recovery; volunteering; local community activity; nature, health and wellbeing; access; project management and delivery;	•	
Understanding of emerging green finance mechanisms.	•	
Hadrian's Wall Corridor in Cumbria & Northumberland.	•	

Recent or relevant experience in the following areas:	Essential	Desirable
Partnership working at a senior level.	•	
Line managing staff.	•	
Developing projects and preparing funding proposals / successfully securing project funding.	•	
Organising and leading partnership and public events and activities. Working with the media. Use of persuasive and targeted presentations and communications.	•	
Using an evidence base to inform plans and policies. Monitoring and evaluation techniques.	•	
Effective project and budget management.	•	
Working with both rural and urban communities.		•

The post holder should have the following skills:	Essential	Desirable
Strong planning and project management skills.	•	
Strategic, creative thinker with ability to develop programmes that deliver against targets.	•	
Resilient, good time management skills and an ability to prioritise and work under pressure to agreed deadlines.	•	
IT literate, particularly MS Word, Excel, Outlook and social media.	•	
Influential and effective communicator – both written and oral.	•	

Personal qualities – the post holder should possess the following:	Essential	Desirable
Passionate about the natural world.	•	
Self-starter with an ability to work alone and as part of a team.	•	
Ability to work with a wide range of partners from different sectors and local communities.	•	
Well-organised and practical; solutions-focussed.	•	
Approachable and friendly manner.	•	
A clean driving licence and own vehicle available for business use or alternative means of travelling around project area as required.	•	
Entrepreneurial.		•