

Project Manager (Conservation Breeding)

Grade: 9

Directorate: Wetland Conservation

Location: WWT Slimbridge

Reporting to: Conservation Breeding Manager

Main function of post: To manage and deliver species recovery ambitions through conservation breeding projects contributing to population reinforcement via reintroduction initiatives. To follow WWT's Project Management Framework to ensure effective delivery of project outputs and objectives, within agreed budget, while representing WWT to key external stakeholders and audiences and meeting funder obligations, including reporting. To support the management of captive populations within WWT's conservation breeding projects, through delivery of excellent standards of animal husbandry, primarily avicultural care, within conservation breeding projects, and taking a lead role in field-based activities when required. To be responsible for the efficient operation and upkeep of facilities, land, equipment, and infrastructure critical to the success of species recovery projects.

Supervisory responsibilities: Management of staff, students, volunteers, and a range of contractors who undertake work on field projects or at WWT's Conservation Breeding Unit (CBU) facilities.

Main duties of the post

1. To provide direction to all staff and volunteers across directorates engaged with conservation breeding and species recovery projects that they manage enabling every team member's contribution to be maximised by ensuring that the appropriate level of support is provided in line with WWT's people framework.
2. To manage projects effectively and efficiently in accordance with WWT's project management framework, in line with WWT's Strategy, and in compliance with agreements with external funders.
3. To ensure that all project goals are realistic and practical, and to develop and manage appropriate work plans to achieve these.
4. To identify and work to secure all the internal and external resources, whether financial or human, required to complete projects successfully.
5. To take responsibility for budgeting and managing resources of ongoing projects, including signing-off on project expenditure within approved limits (and escalating where necessary).

6. To manage relationships with external stakeholders, including funders, involved in projects, including but not limited to the establishment and operation of formal joint project delivery structures.
7. To lead the planning and implementation of release strategies, including procuring equipment and materials within budget; ensuring they are deployed and stored appropriately; and overseeing the construction, set-up, operation and maintenance of infrastructure and facilities.
8. To assist with management of the captive populations at WWT Slimbridge that are part of WWT's conservation breeding projects to the highest standards possible ensuring that the five provisions for animal care are met.
9. To ensure the CBU's facilities, land, equipment, and associated infrastructure at Slimbridge and in 'the field' are managed and maintained to agreed requirements including rigorous biosecurity standards and ensuring the relevant facilities maintain Balai status.
10. To be responsible for the daily collection, storage, and analyses of data including environmental conditions and husbandry activities using paper and electronic record-keeping systems.
11. To produce project documentation, fieldwork reports, monthly and annual reports on conservation breeding and/or species recovery (through intervention) activities.
12. To develop and execute efficient internal project communication plans to ensure effective communication within the team.
13. To contribute to communications content as necessary, including blogs, media interviews, popular articles and reports for funders and partners.
14. To communicate with external stakeholders (suppliers, partners, contractors, funders etc.) maintaining good relationships and demonstrating the professionalism of WWT and its CBU.
15. To assist with design and operation of trials of new techniques, equipment, and methods for deployment in the field, and when necessary, the creation of new enclosures and infrastructure at WWT Slimbridge.
16. To contribute to the maintenance and continual development of project management procedures and processes, particularly WWT's Project Management Framework, identifying and distilling lessons learnt from projects, from both positive and negative examples to drive best practices into future project delivery.
17. To provide clear and objective feedback to line managers of wider project team members to ensure staff are being developed and motivated and to support performance review.
18. To recognise/identify new project opportunities that may arise as result of project work and contacts which is aligned to WWT's strategy and liaising with their line manager on any opportunities that arise.
19. To play a role in the development of new projects, in close cooperation with the Conservation Breeding Manager and Head of UK Wetlands.
20. To represent WWT to external audiences in the field of species recovery and effectively brief others as appropriate.
21. To ensure the health, safety, and wellbeing of everyone in your team is an integral part of how they work, creating a safe environment for staff, volunteers, and visitors by implementing WWT's health and safety policies and guidelines

22. To be responsible for ensuring that your team engages with the WWT Sustainability Statement being aware of negative environmental impacts and incorporating sustainable ways of working within your team.
23. To ensure that everyone in your team adheres to WWT's Data Protection policy and GDPR standards as an integral part of how they work.
24. To ensure that you and your team engage and interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, from time to time.

Date raised: 15 January 2023

Amended: 24 June 2026

Person Specification

1. Qualifications

Essential:

- Degree-level qualification or equivalent experience in a relevant field.
- Current driving licence.

Desirable:

- A recognised qualification or accreditation in project management or equivalent training.

2. Experience

Essential:

- Demonstrable experience in the field of species recovery.
- Substantial experience of successful project and budget management.
- Extensive hands-on experience of conservation breeding interventions leading to species recovery in the field and/or a zoological setting or equivalent.
- Experience in networking, partnership building, and relationship management.
- Demonstrable experience of implementing effective governance arrangements to ensure timely decision making, effective risk management, and compliance with wider policies and procedures.
- Experience building and supervising a multi-disciplinary team.
- Excellent IT skills including the use of Microsoft Office Outlook, Word, Excel, and PowerPoint.

Desirable:

- Experience working in rural contexts within the UK, including working with landowners and farmers to effect positive change.
- Experience developing grant applications and managing grants.
- Experience releasing hand-raised birds into the wild.

3. Managerial & Supervisory

Essential:

- Ability to lead, manage, and motivate a project team without direct line management authority.
- Ability to work effectively with others, engaging multi-functional and cross-departmental teams in project delivery.

Type of staff	Number managed	Number supervised
Employed Staff	1-3	1-10

Volunteers / Casual Workers	0	1-5
Contractors	0	1-5

4. Responsibility

Essential:

- Ability to take responsibility for project delivery and prioritise resources accordingly.
- Excellent self-management skills to work independently, autonomously and as part of a team, using their own initiative and being flexible and adaptable.
- Responsible for the delivery of 1st class husbandry to animals raised for release or managed in conservation breeding projects.

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (sign off level)	Up to £1000
Project Size (normally managed)	Medium-Large
Cash Handling	£0
Assets (required for job, exc. buildings)	£100,000
Visitors (per annum)	N/A

5. Creative Ability

Essential:

- Excellent problem-solving skills and an eye for detail.
- Ability to be resilient in overcoming barriers, recovering from setbacks, and identifying lessons learnt.
- Excellent planning and organisation skills to deliver work to agreed timescales and standards.

6. Contact

Essential:

- Excellent written and oral communication skills to author reports and deliver presentations.
- Ability to represent projects and the organisation effectively to partners/stakeholders and at external events.
- Effective teamwork and collaboration skills.

- Excellent interpersonal skills including being able to negotiate, give feedback, persuade, influence, deal with conflict, influence, and work effectively with groups and individuals including those with differing perspectives and in challenging circumstances.
 - Experience in creating content to engage audiences online and in print, including the use of websites, social media, and leaflets.
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