



Job Description

Senior Project Manager (Design & Delivery, Wetland Cities)

Grade: 10

Directorate: Major Projects

Location: Slimbridge (Hybrid)

Reporting to: Wetlands Where You Live Programme Lead

Location: Slimbridge (Hybrid)

Main function of post:

'Wetland Cities' is a transformative five-year programme designed to establish Ramsar Wetland Cities in the UK.

This exciting programme of work will develop and establish varied and exemplar urban wetlands, from supporting local wetland projects as part of deep-rooted community partnerships through to facilitating the inclusion of nature rich wetlands as part of major urban renewal projects, and restoration of existing degrading and impacted wetlands.

This role will ensure that wetland creation and restoration projects meet high standards for biodiversity, water management and community benefit, laying the foundation for scaled delivery, co-ordinating with leads in design, planning, and community engagement.

Supervisory responsibilities

None during the initial 12 month, mobilisation phase, but the role will grow to include up to three line reports as the project scales.

Responsibilities of the post

1. To lead feasibility and detailed design for urban wetlands across Bristol, working towards the criteria for wetland city status. The scale and size of these projects will vary from hyper local community projects to flagship projects in the centre of the city.

2. To develop design briefs and specifications integrating hydrology, ecology and inclusive access.
3. To secure planning and regulatory consents for priority projects.
4. To establish contractor frameworks and procurement processes for delivery.
5. To ensure compliance with CDM and health & safety standards in all design work.
6. To collaborate closely with Advisory, Community and Planning leads to establish a shared pipeline of priority projects across Bristol, and to embed co-design principles in delivery.
7. To define success criteria and monitoring plans for early projects, establishing a framework to enable an evidence based approach as the work is scaled.
8. To capture lessons learned to inform WWT design standards and replication in other cities.
9. To take responsibility for budgeting and managing project resources, including signing off on project expenditure within approved limits (and escalating where necessary).
10. To support exchange of experience and ongoing professional development, and to provide support and advice to other projects and teams whenever possible.
11. To develop and execute with relevant support an efficient internal project communication strategy
12. To ensure that health, safety and wellbeing of everyone in your teams 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.
13. To be responsible for ensuring that projects and project teams engage with the WWT Sustainability Statement being aware of negative environmental impacts and incorporating sustainable ways of working.
14. To ensure that your teams engage and interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.
15. To ensure that everyone in your teams adheres to WWT's Data Protection policy and GDPR standards as an integral part of how they work.

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: March 2026

Amended:

Person Specification

1. Qualifications

Essential:

- Degree in civil engineering, environmental engineering, landscape architecture or related discipline.

Desirable:

- Professional membership (e.g., CIWEM, ICE, CIEEM).

2. Experience

Essential:

- Proven experience delivering constructed wetlands, SuDS or river restoration projects.
- Strong understanding of hydrological and engineering design principles.
- Experience managing consents and compliance processes.

Desirable:

- Familiarity with urban regeneration and retrofitting nature-based solutions.

3. Managerial & Supervisory

Essential:

- Ability to work effectively with others, engaging multi-functional and cross-directorate teams in project delivery

Desirable:

- Ability to lead, manage and motivate a team

4. Responsibility

Essential:

- Ability to manage complex design tasks and ensure compliance with safety standards.
- Maintain integrity and quality in all technical outputs.
- Uphold WWT's safeguarding and inclusion principles.

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Budget Responsibility	Up to £100,000
Income	N/A

Project Size (normally managed)	Varied
Assets (required for job, exc. buildings)	N/A
Visitors (number per annum)	N/A

5. Creative Ability

Essential:

- Ability to integrate multiple disciplines into practical, buildable designs.
- Innovative approach to designing wetlands in constrained urban spaces.

Desirable:

- Experience developing new design standards or toolkits.

6. Contacts

Essential:

- Strong verbal and written communication skills.
- Ability to work collaboratively with contractors, consultants, partners and internal teams.
- Skilled at explaining technical concepts to non-specialists.

Desirable:

- Experience facilitating design workshops with stakeholders.

General Notes

This position will from time to time require work during some evenings, weekends and public holidays to meet the needs of the post.