



Job Description

Technical Manager (Great Ouse Blue Connections) **Grade: 9**

Directorate: Conservation

Location: Home-based, within commuting distance of Huntingdon

Reporting to: Senior Project Manager (Waterscapes)

Main function of post: To lead the development of a vision and strategic delivery plan for wetland creation and restoration in the Ouse (Roxton to Earith) and Alconbury & Brampton Brook catchments. To work with landholders, partners and other stakeholders to scope opportunities for wetland recovery at the landscape-scale. To provide technical expertise in the identification, planning and design of wetland solutions.

Supervisory responsibilities: Citizen Science volunteers. There are no line management responsibilities at present; however, you may be required to line manage a small number of junior staff in the future as the project develops.

Responsibilities of the post

1. Reporting to the Senior Project Manager (Waterscapes), act as Project Manager for the Great Ouse Blue Connections project, following WWT's Project Management Framework. Meet funder requirements for monitoring and reporting progress as necessary.
2. With the support of the Waterscape Manager (The Fens), coordinate the development of a wetland vision and integrated delivery plan for the Ouse (Roxton to Earith) and Alconbury & Brampton Brook catchments.
3. Provide technical expertise in wetland habitat creation to plan and design smaller-scale interventions (e.g. pond creation, large woody debris/leaky dams, floodplain meadow restoration) which can be delivered in the next phase of the project. Responsible for securing permissions, consents and agreements where necessary.
4. Work with the Conservation Evidence team to develop and refine wetland potential maps for the catchments, leading ground-truthing where required.

5. With the support of our partners, engage landholders through site visits, one-to-one meetings and/or workshops to identify and agree wetland solutions for their land.
6. Support the Waterscape Manager (The Fens) with wider stakeholder consultation, including other eNGOs, government bodies and community groups. Build strong ongoing relationships with these groups and keep them updated on progress.
7. Lead on the collection of essential baseline data (e.g. soil sampling, dipwell monitoring) to inform the scoping of wetland creation and restoration opportunities.
8. Work with Conservation Evidence to design a citizen science programme to support baseline data gathering. With the support of WWT's Volunteering team, recruit, train and manage a small team of citizen science volunteers to support you with basic data collection. Work alongside volunteers encouraging, developing and supporting them in their work for WWT, ensuring that they have a positive volunteering experience.
9. Provide leadership to all staff and volunteers working within a project team, enabling every team member's contribution to be maximised by ensuring that the appropriate levels of direction and support are provided through professional line management in line with WWT's people frameworks.
10. 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.
11. Be responsible for ensuring that your team engage with the WWT Sustainability Statement being aware of negative environmental impacts and incorporating sustainable ways of working within your team.
12. Ensure that everyone in your team 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 2025

Amended:

Person Specification

1. Qualifications

Essential:

- Educated to degree level in an environmental discipline
- Current driving licence, as the ability to travel within the landscape is essential

Desirable:

- Relevant academic or professional qualifications, e.g. ecology, hydrology, river restoration, soil science

2. Experience

Essential:

- A proven track record in project management
- Practical experience of wetland creation, restoration and management relating to at least one area (e.g rivers, ponds)
- A sound understanding of wetland ecology and relevant policy and legislation
- Excellent written and verbal communication skills, including report writing
- Experience of engaging and working with landholders, particularly farmers
- Strong organisational skills
- Excellent IT skills, especially with Microsoft Office

Desirable:

- Working knowledge of landscape-scale conservation
- Experience of managing volunteers
- GIS expertise (either QGIS or Arc)
- Group facilitation skills
- Proven partnership working abilities, particularly with non-governmental organisations, statutory bodies and community groups

3. Managerial & Supervisory

Essential:

- Ability to coordinate and manage a team in delivering positive outcomes
- Ability to quickly determine priorities and set clear and appropriate tasks
- Ability to work as a team member to achieve personal and joint objectives

Type of team member	Number managed (No. of direct reports)	Number supervised
---------------------	---	-------------------

Employed staff	0-5	
Volunteers		5-10
Casual Workers	0	0

4. Responsibility

Essential:

- Ability to lead significant WWT work areas that have regional as well as national impact and profile
- Ability to manage conservation projects effectively, working closely with internal and external stakeholders

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Budget Responsibility	£1,000
Income	Could be given responsibility for developing projects valued at up to £250,000
Project Size (normally managed)	Small or medium
Assets (required for job, exc. buildings)	N/A
Visitors (number per annum)	N/A

5. Creative Ability

Essential:

- A creative and strategic thinker, able to develop ambitious and visionary projects that deliver significantly against WWT's strategy
- An excellent problem-solver, able to resolve significant issues and challenges that arise in WWT project development or delivery
- An ability and resilience to work under pressure and adapt to rapidly changing circumstances, including when representing WWT externally
- High degree of autonomy over day-to-day work programme

Desirable:

- The experience and confidence to develop innovative wetland solutions

6. Contact

Essential:

- Ability to collaborate with and influence a wide range of stakeholders, both internally and externally, to deliver outcomes and ensure WWT objectives are met
- Competence in engaging landholders in a respectful and knowledgeable manner
- Ability to work closely with the wider project team to ensure effective delivery
- Excellent communication skills – verbally, visually and in writing

Desirable:

- Presentation and media skills
-

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.