

Senior Project Manager (Design & Delivery, Wetland Cities)

Directorate: Major Projects

Reporting to: Wetlands Where You Live Programme Lead

Grade: 10

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, coordinating with leads in advisory, planning, and community engagement.

You will be responsible for the development and delivery of projects from concept and design through procurement and contractor management, including review and assurance of completed works.

Supervisory responsibilities

None during this 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 across the city.

2. Develop design briefs and specifications integrating hydrology, ecology and inclusive access for a range of urban wetland projects or sustainable urban drainage (SuDS) projects.
3. Consult stakeholders throughout the design and feasibility process to ensure that projects are co-designed where possible.
4. Secure planning and regulatory consents for priority projects.
5. Establish contractor frameworks and procurement processes for delivery.
6. Ensure compliance with CDM and health & safety standards in all design work.
7. Collaborate with Advisory, Community and Planning leads to establish a shared pipeline of priority projects across Bristol, and to embed co-design principles in delivery.
8. Define success criteria and monitoring plans for projects, establishing a framework to enable an evidence-based approach as the work is scaled.
9. Develop and maintain effective working relationships with local government, utilities and eNGOs (amongst others) to ensure projects respond to multiple challenges identified.
10. Identify opportunities for partnership and collaborative working with other organisations within Bristol and beyond.
11. Capture lessons learned to inform WWT design standards and replication in other cities.
12. To take responsibility for budgeting and managing resources for ongoing projects, including signing-off on project expenditure within approved limits (and escalating where necessary)
13. Develop plans to scale the delivery function within WWT's Wetlands Where You Live Programme, including potential recruitment of a small team.
14. To develop and execute with relevant support an efficient internal project communication strategy.

Responsibilities of WWT staff:

15. 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.
16. 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.
17. To support exchange of experience and ongoing professional development, and to provide support and advice to other projects and teams whenever possible.
18. 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.
19. To ensure that you adhere to WWT's Data Protection policy and GDPR standards as an integral part of how you work.
20. Contribute to joint communications showcasing exemplar design and delivery.

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.
- An understanding of catchment management and the construction of nature-based solutions for drainage including throughout the planning and permitting process
- Strong understanding of hydrological and engineering design principles.
- Experience managing consents and compliance processes.
- Experience preparing scopes of work and procurement strategies for external consultants or contractors.

Desirable:

- Familiarity with urban regeneration and retrofitting nature-based solutions.
- Comfortable effectively communicating complex technical information around topics including flood risk and drainage to a range of stakeholders across WWT and externally.

3. Managerial & Supervisory

Essential:

- Ability to work effectively with others, engaging multi-functional and cross-directorate teams in project delivery
- Oversee project delivery to ensure time, cost, quality and compliance objectives are met.
- Act as WWT's representative in providing final site acceptance and sign off of completed projects from delivery partners and sub-contractors.

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.
- Ability to capture lessons learned from the delivery of urban wetland projects to scale or replicate in other contexts.

6. Contact

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.