



JOB DESCRIPTION: Nature Based Solutions Manager.

Somerset Wildlife Trust is a local independent charity and the only organisation uniquely focused on improving the natural environment of Somerset for the benefit of wildlife and people. We champion Somerset’s stunning, diverse, and important natural environment, making the case for nature to the public and politicians. We protect wildlife and lead the recovery of the environment by example, including on our nature reserves.

The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our strategy, Wilder Somerset 2030, is delivered with both at its core. Somerset Wildlife Trust is one of 46 Wildlife Trusts across Britain which together with the *Royal Society of Wildlife Trusts* collectively form *The Wildlife Trusts*. We are the biggest charity movement in the UK working solely for nature and we believe that restoring nature on a landscape scale is essential for tackling climate change.

Delivering more space for nature and restoring ecosystem health through the Nature Recovery Network is a critical action to achieve climate adaptation and resilience as part of Defra’s [25 Year Environment Plan](#). It also supports elements of the [green finance strategy](#) and [10 point plan for a green industrial revolution](#).

As Nature Based Solutions Manager with SWT you will be at the heart of supporting the delivery our new 10-year Wilder Somerset strategy to tackle these major issues. Promoting and encouraging nature to help store more carbon, absorb more water during increasingly extreme flood events and allow species populations to recover, grow and move across landscapes in response to warmer temperatures.

Our New Vision

To deliver a Somerset wide nature recovery network creating more space for wildlife, benefiting everyone, and playing its part in helping us reverse biodiversity loss and tackle the climate crisis.

Our New Mission

To champion the change needed to rebalance our relationship with wildlife and the natural world.

Our Goals for 2030:

To ensure that nature is improving across the county, supported by restored natural processes, and is connected and protected through a Nature Recovery Network, with at least 30% of land and sea managed positively for nature.

For nature to be valued and protected by everyone, building a movement with at least 1 in 4 people taking action for nature’s recovery across Somerset.

By 2030 to tell the story of nature’s recovery in Somerset through a shared, live online State of Nature tool that monitors progress and informs action.

Job Title	Nature Based Solutions Manager
Reports To	Head of Nature Recovery
Team	Nature Recovery Team
Position	Permanent, 37.5hrs per week
Salary	£30000 per annum Manager Level 3
Working Relationships	Internal: The CEO, Head of Nature Recovery, Senior Leadership Team, GIS Officer, Reserves Team, Finance teams, Somerset Environmental Records Centre and First Ecology, External: A wide range of partners including local government and statutory bodies; developers, landowners, NGO’s, local communities, and volunteers.

<p>Job Purpose</p>	<p>As part of the newly established Nature Recovery Team, you will develop and drive forward a new programme of landscape initiatives that will demonstrate how nature-based solutions can be proactively delivered on our own nature reserves and across the county. You will work closely with planners, the farming sector and a wide range of other partners and stakeholders to develop and trial new schemes that deliver a multiple nature-based solutions that enable sustainable nature recovery. For Somerset Wildlife Trust and working closely with our Consultancy First Ecology, you will identify and create opportunities to fund nature-based solutions delivery on SWT current and future land holdings through emerging funding mechanisms such as Environmental Land Management Scheme, Biodiversity Net Gain, carbon sequestration, conservation covenants and nutrient neutrality.</p>
<p>Main responsibilities</p>	<ul style="list-style-type: none"> • Develop new nature recovery projects across Somerset including Carbon sequestration, Biodiversity Net Gain and phosphate mitigation and engage proactively with stakeholders including county and district councils and statutory bodies to enable sound and co-ordinated decision making and NRN delivery. In developing this aspect of the role, the successful candidate will work closely with our consultancy; particularly First Ecology. • To proactively identify and deliver opportunities for SWT to deliver NBS on existing or new land, and to work with landowners to achieve – work closely with the GIS officer & new Nature Recovery Officer to identify priorities. • Nature reserves – through projects such as an NBS audit identify opportunities for NBS delivery, environmental & income generation on our land holdings with Head of Nature Reserves and FE. • Contribute to the Trusts work around delivery of NBS through species reintroductions/return including beaver. • Develop our new land management advice service; including cluster farm models and bespoke advice to deliver NRN through NBS at a landscape scale including identifying income streams for landowners, with ongoing potential to grow and manage a team of land advisors. • In the first year take a lead role in the Avalon Marshes Landscape to deliver NBS opportunities for SWT and partners including specific delivery of a landscape vision with our new site at Honeygar at the NRN core. • Support development and delivery of SWT's own approach to reducing environmental impacts and carbon reduction • The job holder is required to follow and comply with all policies and procedures of the Trust which includes the Trusts Health and Safety procedures in the workplace, ensuring the personal safety and the safeguarding of the interests and safety of all staff, trainees, visitors and others at the Trust. • Undertake a wide range of complex, technical and professional tasks in differing situations, with a degree of personal responsibility and autonomy. It is important to be able to work both alone and as a member of the team. • Travel will be required across the county. A driving licence and use of own car is essential, as public transport is not always available. • For SWT work effectively, you may be required to assist with other areas of work and, therefore, you should be prepared to undertake other duties appropriate to the post, as delegated by your line manager.

- All staff are ambassadors for the organisation both internally and externally and are expected to always act in a professional manner. They are required to abide by organisational rules, policies and procedures as laid down in the staff handbook, adopt environmentally friendly working practices, set, and maintain high personal standards of efficiency and customer care and foster a 'can do' culture based on ownership, initiative, teamwork and exchange of information.
- Managing budgets and income generation targets.

PERSON SPECIFICATION

To succeed in this role, you will need to demonstrate:

	<i>Essentials</i>	<i>Desirables</i>
Qualifications	<ul style="list-style-type: none"> • Educated to degree level or equivalent in a relevant subject or equivalent work experience 	<ul style="list-style-type: none"> • Post-graduate qualification in a relevant subject
Experience	<ul style="list-style-type: none"> • At least 5 years post-qualification working with nature conservation organisations in the public, private and/or voluntary sectors. • Proven experience of networking and maintenance and building of successful partnerships. • Experience of setting priorities and monitoring progress against these. • Working with and supporting landowners. • Experience of income generation delivery. 	<ul style="list-style-type: none"> • Tendering and commissioning research or other external expertise • Use of stakeholder engagement techniques
Knowledge	<ul style="list-style-type: none"> • Excellent understanding of planning policy and frameworks, application of Biodiversity Net Gain and developing biodiversity enhancement schemes. • Knowledge of the ecology of UK habitats, particularly wetlands, lowland meadows, calcareous grassland, and broadleaved woodland • Current UK and European conservation legislation and policy in relation to sites, species, habitats, ecological networks, and Nature Recovery Networks. • Landscape-scale conservation theory and practice, ecological networks, natural capital, and ecosystem services 	<ul style="list-style-type: none"> • Knowledge of farming practices and/or running a sustainable farm business

Skills	<ul style="list-style-type: none"> • ability to identify and analyse relevant evidence and research and apply to the development of nature-based solutions to deliver, ecological networks/nature recovery networks. • Good statistical analysis and interpretation of ecological data sets • Communicating complex ecological ideas to a wide variety of commercial and non-commercial audiences • Good computer literacy • Competency in GIS • Excellent written and verbal communication skills including giving presentations to a variety of audiences and writing reports. 	
Attributes	<ul style="list-style-type: none"> • Excellent interpersonal skills – effective and inspiring communicator • Innovative, resilient under pressure and self-motivated – a solution seeker • Clear and strategic thinker • Confident but with tact and diplomacy • Confident in taking on new and unfamiliar areas of work. • Able to work as part of a team and on own initiative. • Good time management and able to work to tight deadlines. • Flexibility in working pattern, hours, and location. • Commitment to the aims of the Wildlife Trust movement • Passionate about wildlife and about Somerset’s landscapes 	



Wilder Somerset 2030: THE TRUST’S WORKING VALUES AND EXPECTATIONS

Developing Somerset Wildlife Trust

To deliver our Wilder Somerset 2030 plan we, Somerset Wildlife Trust, will need to build our charity, be clear in our priorities and ensure our own actions support our aims. We have a new set of Values that will inform all our decision-making and actions to bring about nature’s recovery across Somerset.

- We are passionate about nature.
- We believe everyone can make a contribution to nature’s recovery.
- We love Somerset - its amazing wildlife and its communities.

- We are confident and brave in standing up for nature.
- We encourage innovative thinking and action for nature's recovery.

To deliver our strategy we will:

- Support, inspire and enable others to act while leading by example.
- Develop a Climate and Environment Strategy that delivers on our own environmental commitments within the Trust covering all areas of our operation and land use including procurement, utilities, facilities, and transport to achieve carbon neutrality by 2030.
- Use our resources efficiently and effectively, harnessing the diversity, talent and commitment of our staff and supporters.
- Expand our supporter base and sources of income, including through embracing new opportunities to generate income streams that are compatible with our strategic goals and maintain financial stability.
- Embrace new ways to grow our impact and reach, with a particular focus on expanding our digital knowledge and experience.