



**Herts &
Middlesex**
Wildlife Trust



Bee © Tom Marshall

Landscapes Recovery Manager

Recruitment Pack



Creating a wilder Hertfordshire and Middlesex

- 1 Message from the Chief Executive
- 2 About the role
- 3 Recruitment and selection process
- 4 About Herts & Middlesex Wildlife Trust



1 Message from the Chief Executive

Wildlife is in trouble. We need to reverse the trends in species and habitat decline and this is a crucial time to address the ecological and climate crisis. Are you the person we are looking for to play a key role in nature's recovery in Hertfordshire and Middlesex?

Our strategy for a wilder Hertfordshire and Middlesex is ambitious. We have set a target of 30% of land to be protected and managed for wildlife by 2030 and we want to be a catalyst for a step change in the number of people taking action for wildlife.

We now have an exciting opportunity to recruit to a new role of Landscapes Recovery Manager to help drive our nature recovery work in the wider urban and rural landscapes of Hertfordshire and Middlesex in collaboration with a range of external partners and stakeholders. You'll be leading the Trust's Landscapes Recovery team within the Nature Recovery Directorate, reporting to the Director of Nature Recovery.

We are looking for someone with extensive land advice and ecological experience, together with an entrepreneurial spirit. You will have a track record of collaborating with and influencing private landowners, farmers and businesses to develop and deliver nature recovery schemes at scale using new sources of funding, including private/public blended funding. A good understanding of emerging natural capital markets, such as Biodiversity Net Gain, and green finance will be an advantage, as well as experience of growing and managing successful consultancy offers. You must be a compelling advocate for the work of the Trust.

If you feel you have the drive, knowledge and experience that we need, and you would like to work with people who care passionately about the future of wildlife, we would love to hear from you.

Laura Burrows

Laura Burrows
Chief Executive



2 About the role

Title	Landscapes Recovery Manager
Reports to	Director of Nature Recovery
Responsible for	Landscapes Recovery Team - Chalk Rivers and Farm Advisory Officer, People and Wildlife Officer, project staff and volunteers as required.
Work base	<p>The Trust's activities cover Hertfordshire and the London Boroughs of Barnet, Enfield, Harrow and Hillingdon.</p> <p>The Trust's offices are at Grebe House, St Albans, AL3 4SN</p> <p>The Trust supports flexible and hybrid working. This role may involve some lone working and occasional evening and weekend work e.g. to attend meetings.</p>
Hours	37.5 hours per week, full time
Employment Term	Permanent
Salary	£38,977 - £45,753 p.a. plus contribution to pension auto-enrolment
Salary Scale	Scale point 32 - 38

Job purpose

This role will lead and manage the Trust's Landscapes Recovery team, working alongside the Rivers Recovery Manager, and a range of external partners to develop new funding mechanisms and facilitate delivery of nature recovery schemes at scale across Hertfordshire & Middlesex. The postholder will also work closely with the Trust's Nature Reserves Manager to ensure a coordinated and strategic approach to our nature recovery work, both on our reserves and in the wider urban and rural landscape.

The postholder will need to be a natural collaborator and skilled communicator with the ability to influence a wide range of stakeholders, from farmers to large corporate businesses and private investors. Experience of developing and managing purpose-led land advice and ecological consultancy services, as well as knowledge of natural capital markets and green finance would be beneficial to the role.

A strong commitment to and passion for nature recovery is a given and the postholder will support the development and delivery of the Trust's Nature Recovery Strategy and action plan to increase the area of land managed and restored for nature across Herts & Middlesex. Fundamental to achieving this objective is identifying strategic funding opportunities through existing and new nature markets, and building an investable Landscape Nature Recovery Programme, along with a purpose-led advisory offer that allows us to scale up and connect delivery on the ground.

Main responsibilities

- Lead, develop and inspire the Landscapes Recovery team to perform to the best of their ability and in accordance with the Trust's HR and performance management policies and procedures, and ensure that individual staff embody the Trust's values and behaviours through their work. Work collaboratively with other managers in the Nature Recovery directorate to achieve the aims and objectives in the Trust's new Nature Recovery Strategy and action plan.

- Develop and deliver a strategic Landscape Recovery Programme, including investment and funding opportunities through blended public/private funding, nature capital markets such as Biodiversity Net Gain (BNG) and other green finance mechanisms.
- Review HMWT's existing ecological consultancy offer, identify new business opportunities and build a business case for a new land advisory service offer aimed at farmers, rural businesses and other landowners/managers.
- Support the Director of Nature Recovery to develop and implement a new nature recovery action plan for the Trust, including identifying key success measures/KPIs and targets as well as a monitoring framework to evaluate progress against strategic objectives.
- Develop and project manage large, complex nature recovery and landscape-scale partnership initiatives using a best practice approach to procurement, contract and project management and risk management.
- Represent HMWT on external partnership groups and strategic forums to influence and promote the Trust's nature recovery work and to develop opportunities for joint working, including large scale partnership funding bids to deliver at scale in priority Nature Recovery Focus/Priority Areas.
- Keep up-to-date with local, regional and national policy and technical developments affecting nature's recovery in Hertfordshire and Middlesex, including participating in relevant communities of practice across the federation of Wildlife Trusts.
- Act as media spokesperson for landscape and nature recovery matters and provide technical and policy input to press releases, media articles and responses to government consultations.
- Ensure that organisational policies and procedures are understood and implemented by the Landscapes Recovery team and have responsibility for relevant Health and Safety policies and procedures.
- Manage and oversee team and project budgets in line with the Trust's financial policies and procedures.
- Provide input to the Trust's Nature Recovery Advisory Group and present project updates and budget reports to trustees as required.
- Work with and build relationships with key stakeholders within the organisation, including other team managers, Senior Management Team, Trustees, Volunteers and staff at all levels, as appropriate to the role.
- Liaise with partners and stakeholders outside the organisation, including staff within statutory agencies, local authorities, partner and voluntary organisations, farmers, landowners and corporate businesses.
- Duties may involve working outdoors, walking and standing, where appropriate, for prolonged periods of time.
- Carry out all other such duties, as may be reasonably required, from time to time, determined by the Director of Nature Recovery and/or Chief Executive.

The Trust retains the right to amend the job description in consultation with the post holder to reflect changes in or to the job.

	ESSENTIAL	DESIRABLE
Personal qualities	<ul style="list-style-type: none"> • Demonstrable the ability and attitude to work collaboratively and cooperatively to build and maintain effective partnerships and relationships with a wide range of internal and external stakeholders. • Excellent interpersonal skills and proven experience of building effective relationships. • A strong commitment to nature conservation and the work of Herts & Middlesex Wildlife Trust. • High standard of written and oral presentation skills and experience, including the ability to engage a variety of audiences, press and media. • Strong organisational and administrative skills. 	<ul style="list-style-type: none"> • An entrepreneurial approach to creating new funding opportunities to support delivery of Trust strategic priorities.
Experience, Knowledge & Skills	<ul style="list-style-type: none"> • Degree level or equivalent in an ecological, environmental or land management discipline. • Excellent understanding and technical knowledge of landscape-scale nature recovery and challenges as they apply to wildlife habitats and species found in Hertfordshire & Middlesex. • A good understanding of different funding mechanisms for landscape-scale nature recovery programmes, including blended private/public funding, ELMS and other relevant schemes and funding sources. • Understanding of commercial and income generation opportunities relating to natural capital and nature recovery schemes. • Experience of development, management and delivery of large, multi-partner, complex environmental programmes on time and within budget. • Proven experience of leading, motivating and managing high 	<ul style="list-style-type: none"> • A good understanding of nature economy markets, payment for ecosystem services and green finance, such as Biodiversity Net Gain (BNG) and carbon credits. • Experience of developing and managing ecological consultancy or land based advisory services. • A high level of competence in the use of GIS and other IT systems relevant to the role. • A project or programme management qualification, such as PRINCE2.

	<p>performing teams to achieve strategic objectives to the best of their abilities.</p> <ul style="list-style-type: none"> • Strong financial and budgeting experience, including management and monitoring of large and complex project budgets. 	
--	--	--

Conditions

- A commitment to equal opportunities and to the Trust's values.
- The role is based at our offices in Grebe House, St Albans, but travel to other locations across the area will be required on a regular basis, and occasional travel to national or regional meetings and conferences may be necessary from time to time.
- Attendance at the Trust's office and at face-to-face meetings as agreed and as required by the role.
- The role may involve occasional weekend or evening work, as identified in the job role, for example by giving talks and attending meetings.
- Where the post-holder uses their car and drives on Trust business, they will be required to hold a full current valid driving licence and be insured for business. Travel expenses are paid as outlined in the Employee Handbook.
- The Trust is committed to safeguarding and promoting the welfare of children, young people and adults at risk. For applicable roles, applicants must be willing to undergo checks with past employers and Disclosure and Barring Service checks at the eligible level.
- The Trust operates a 37.5 hour week. Overtime is not available, but flexible working is encouraged and when applicable, time off in lieu may be taken for authorised additional time.
- A probationary period of 6 months applies.

How do we support you?

The Trust strives to be a positive employer supporting our staff through flexible and hybrid working, and training and development. We recognise the importance of our staff team and looking after their health and wellbeing. Our values and expected behaviours reflect the culture which the Trust seeks to maintain to ensure productive, efficient, effective and pleasant workplaces and roles.

In support of this, we offer an excellent benefits package, ranging from office perks, generous leave entitlements and financial benefits. You can find out more here -

<https://www.hertswildlifetrust.org.uk/jobs/benefits>

How to apply

First, read through the job description and requirements of the role.

If you have any specific questions relating to the role, or if you are excited by this opportunity but you don't meet every single requirement, then please do get in touch. You might be the person who could have the biggest impact and we are committed to supporting professional development.

Should you need any adjustments to the recruitment process, either at application or interview, please contact us.

If you would like an informal discussion about this opportunity or have any specific questions, you can arrange a call with Fiona Mahon, Director of Nature Recovery, by emailing fiona.mahon@hmwt.org

When you are ready, please complete the application form and sent it to recruitment@hmwt.org

The application deadline is **Wednesday 13th May 2026 at 9am**. Early application is encouraged as we will be reviewing applications as they are received and may contact you to discuss your application further before the interview stage.

All applicants will be sent a request to complete a voluntary, anonymous equal opportunities form online.

Selection Process

We will be contacting shortlisted candidates by close of play on **Friday 15th May 2026**.

Shortlisted candidates will be invited to a short first stage interview in person on **Thursday 28th May 2026**.

There is the potential that a second stage interview may follow.

We try to get back to everyone, but this isn't always possible, so if you have not heard from us within a week after the application deadline, unfortunately it will mean that your application was unsuccessful on this occasion. Keep checking back on our jobs page though as we often have new opportunities.

An offer of employment made by Herts and Middlesex Wildlife Trust is subject to:

- A satisfactory DBS check at the appropriate level (if the role is eligible)
- Satisfactory written references
- Satisfactory explanations of any gaps in employment history
- Relevant qualification certificates to verify information provided (if applicable)
- Proof of identity and confirmation of the Right to Work in the UK
- Details of any unspent criminal convictions, enabling the Trust to carry out a risk assessment, understand the implications of the conviction and the suitability of the candidate
- A pre-employment medical assessment to ensure we make any necessary adjustments for you and to confirm suitability for the role

Information from your application will be processed in accordance with the General Data Protection Regulations. Individuals have, on written request, the right of access to personal data held about them. Please see our Applicant Privacy Notice on our website - hertswildlifetrust.org.uk/policies.

“Herts & Middlesex Wildlife Trust is committed to safeguarding and promoting the welfare of children, young people and adults at risk. For applicable roles, applicants must be willing to undergo checks with past employers and Disclosure and Barring Service checks at the eligible level”

Formed in 1964, Herts and Middlesex Wildlife Trust is a local nature conservation charity which strives to stand up for wildlife and play a leading role in nature's recovery. We are part of the national federation of Wildlife Trusts which cover the whole of the UK and we work closely with our Wildlife Trust colleagues to raise awareness of and deliver landscape-scale conservation.

Our office is based in the beautiful Verulamium Park on the edge of St Albans city.

We have around 50 members of staff, made up of full time and part time roles; all enthusiastic, friendly and committed to making a difference. Some roles including the Finance Team and Business Support Team are primarily desk-based. Our Nature Recovery Team and Development Team colleagues spend more time away from the office, managing our nature reserves, advising on land management and delivering community engagement.

We encourage all the members of the team to get involved in Trust-wide activities, such as our public events and the AGM, and visiting nature reserves. We regularly get together as the full staff team to hear about new projects, recent wildlife discoveries and community groups we are working with.

There is great contrast within Hertfordshire and the four Middlesex boroughs we cover, from urban areas to quiet agricultural landscapes. We have a wide variety of habitats from flower-rich grasslands and ancient woodlands, to our internationally important chalk streams. In our nature reserves and the wider countryside, we have nationally rare species such as water voles and black necked-grebe. Protecting existing places which are important for wildlife and seeking to connect these sites is vital. Our area faces the combined challenges of climate change and biodiversity loss, as well as high levels of new housing and transport infrastructure.

The Trust's Strategy 2030 sets out our vision and goals. We want to see more space for nature and more people standing up for wildlife and taking action. It is also important that nature is recognised as playing a central role in helping to address issues such as climate change and health and wellbeing. An objective shared by all the Wildlife Trusts is to achieve 30% of land managed and protected for wildlife by 2030.

Working at the heart of communities across our area, we have 23,000 members who support us financially, and over 1000 volunteers. Our board of 12 Trustees are drawn from a variety of backgrounds, from business to local government and the charitable sector.

We run a variety of partnership projects which aim to inspire the local community and be the catalyst for action. Inspiring people to take action for wildlife through events, communications, project work and advocacy work is core to the Trust and aims to help us to achieve the step change needed to give wildlife and wild spaces a more positive future.

We manage over 40 nature reserves which cover habitats including ancient woodland, lowland meadows, heathland, wetlands and lakes. They are managed to maximise their value for wildlife and to be welcoming places for visitors. We also provide advice to landowners such as schools, golf courses, local authorities and farmers on action they can take for wildlife.

The Trust hosts the Herts Environmental Records Centre and in 2020 we published the Herts State of Nature report. This analysed changes to species and habitats over the last 50 years and identified

priorities for conservation action in our area. This research underpins the work of the Trust and we use it to inform the work of others, such as the upcoming Local Nature Recovery Strategy.

Our planning advisors alongside the Records Centre play a vital role in informing the planning agenda, commenting on planning applications, local plans and major infrastructure to ensure that the ecological implications of new housing and infrastructure proposals are fully considered. We are playing a leading role in advising local authorities to understand and implement biodiversity net gain.

Our strategy

We believe that wildlife should be able to thrive alongside our everyday lives and that everyone benefits from having access to nature. If we work together as a community, nature will recover and we will create a greener, sustainable and wilder future.

This is a pivotal time and we must all take action for wildlife before it is too late. Based on the findings of the Trust's seminal report *Hertfordshire State of Nature*, published in 2020, we have created a strategy for nature's recovery across Hertfordshire and Middlesex, underpinned by three goals:

- More land in Hertfordshire and Middlesex is managed and protected for nature
- More people are standing up for wildlife and taking action for nature's recovery
- Nature plays a central and valued role in helping to address climate issues and people's health and wellbeing

Our values

We are passionate about standing up for wildlife and offer leadership in wildlife conservation in Herts & Middlesex. We do this by being:

- Driven to inspire and support others to take action for wildlife
- Forward looking with ambition and innovation
- Collaborative and partnership minded
- Delivery and solution focused
- Lead by science

Our culture

We are a welcoming organisation which encourages professionalism and consideration of others. We expect all our team members to strive to be:

- A positive member of the team
- Open to new ideas and ways of working
- Aware of self and others
- A great representative of the Trust
- Demonstrate good organisation and planning
- Strive to communicate well
- Demonstrate trust and integrity

To find out more about our work, please visit our website hertswildlifetrust.org.uk.

To view the Wildlife Trusts national website visit wildlifetrusts.org.



**Herts &
Middlesex**
Wildlife Trust



“We have the choice of a better – and wilder – future. A future where wildlife thrives alongside people. A future where nature helps us in the fight against climate change.

The time is now to create a wilder future.”

Sir David Attenborough
President Emeritus, The Wildlife
Trusts

The Hertfordshire and Middlesex Wildlife Trust Limited (Herts and Middlesex Wildlife Trust), a registered charity in England and Wales (239863). A company incorporated and registered in England and Wales (company number 816710). Registered address Grebe House, St. Michael's Street, St. Albans, Hertfordshire, AL3 4SN.