

Recruitment Pack **Director of Green Infrastructure & Nature Recovery**



Role Description

Role purpose

To contribute positively and proactively to transform the impact of the Trust and its primary role as a champion of accessible natural green spaces for all, *Connecting Communities for Change*.

To lead, and be accountable for, the strategic development, modelling and influencing for nature recovery and green space infrastructure for Earth Trust, taking a scientific, evidence-based and practical approach.

Responsible for the development and demonstration of Earth Trust's green spaces that deliver for climate change, nature recovery and people.

Forge partnerships and secure funding to work towards new sustainable models for green infrastructure where society has accessible and engaging green spaces – from countryside locations to urban green spaces – enabling nature and people to thrive in balance.

Oversee the provision of meaningful evidence, data, information and stories that our visitor engagement and communications teams can use to bring ecosystems to life for people of all ages and backgrounds.



Status Full Time

Hours 35 hours

Location Hybrid -
at least 2 days at

Earth Trust Centre

Salary £60k per annum

Reports to Chief Executive

Direct reports Head of Environmental Land Management

Key relationships

- Senior Leadership Team, Land Management Team, Farm Step Tenants, Contractors, Trustees, Staff and Volunteers
- External partnerships that support the objectives of the role

Responsibilities

Green Space and Green Infrastructure

- Oversee the strategic direction of the management of our green spaces – the farm, forestry, woodlands - and community reserves. Each to become 'exemplar' examples of accessible natural green spaces each with their focus, influence, partnerships and opportunity, using the journey as learning opportunities. In conjunction with the Head of Environmental Land Management, develop these green spaces in line with our strategic direction and other opportunities in other locations.
- Lead a framework for change to enable Earth Trust to influence green spaces for everyone, demonstrably building nature in to where people live and work.
- Champion accessible natural green spaces for all including exploration of new green space.
- Working with other senior leaders, develop new partnerships in and with communities in line with our new strategic direction (connecting communities for change).
- Create opportunities and influence green infrastructure policies relevant to green spaces that enable future support including the context - transport and the developing GI standards. Establish ecosystem, nature recovery nature-based solution approaches and develop green space models for demonstration and impact.
- Lead the further development of our three enabling land management models; Food and Farming, Water & Wetlands and Trees & Woodlands. Establish the strategies for influencing policy and practice in these areas, including practical nature-based solutions for how others can build green knowledge into the spaces and places where people live and work.
- Lead new and diverse projects, including securing funding, for green space care through opportunities including Paradise Wood (our living genomic tree collection) and the new market garden.
- Support and develop entrepreneurial approaches to modelling for green space financial sustainability.

Evidence Base

- Lead the development and collation of a comprehensive, accessible evidence base through prioritising a relevant monitoring and research framework, where Earth Trust collects evidence for future influence and funding.
- Enable high impact and relevant information, data and stories to enable public engagement and understanding.

Access

- Working with the Head of Experience and Engagement and the Head of Land Management to prioritise thought leadership enabling visitor access to sometimes fragile landscapes in a positive and stimulating way.
- Explore and develop our strategic messages, ensuring they are communicated with impact through all of our engagement activity.
- Develop and manage funding-ready green space projects, embedding strong partnership working to maximise our impact.

Leadership

- Accountable for the generation of income for green infrastructure and nature recovery initiatives.
- Advocate for our mission, showcasing our work, communicating and influencing effectively with all stakeholders.
- Support and develop the Head of Environmental Land Management, Land Management staff and future projects to implement operations and strategic changes to ensure the greater impact of green spaces.
- Leadership and support of organisational culture, values and reputation.
- Implementation and assistance in the development, review and maintenance of organisational policies and strategy.
- Safe and legal working in line with Earth Trust policies and procedures, particularly those in relation to green space working, farming and forestry, and access. Ensuring that at all times you take care of your health and safety and that of others by complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
- Carry out, from time to time and as directed, any other reasonable duties as required by the Chief Executive, in addition to the above, within capabilities.





Person specification

Experience

- Green space land management work e.g. farming, forestry, wetland conservation
- Influencing policy and practise and thought leadership in action
- Substantial experience in co-ordinating, writing and submitting grant applications relevant to the role
- Working in an executive or senior leadership team to deliver strategic change
- Commercial and entrepreneurial activity in a relevant setting

Qualifications

- Example of significant commitment to personal development, which may include postgraduate qualifications or technical certification relevant to environmental science, ecology or land management

Knowledge & Skills

- Deep understanding of countryside and urban green infrastructure alongside land business principles and practices
- Project development, securing funds and management of external partners
- Developing and managing budgets and financial administration
- Collecting and interpreting data and evidence from the communities we serve to inform decision-making
- Taking strategic action to resolve current and anticipated problems, taking ownership of managing long-term consequences of decisions, ensuring effective combination of strategy with practical implementation
- Able to develop talent and inspire others; passionate and enthusiastic in conveying a sense of what is possible
- Internal and external stakeholder management

A young child with curly hair, wearing a blue t-shirt and jeans, is shown in profile, holding a thin stick with both hands. The child is looking down at the stick. The background is a soft, out-of-focus natural setting with warm, golden light. A grey banner with an orange vertical bar on the left is positioned at the top, and a large blue circle is in the bottom left corner.

Why work for us

What makes
us different



“

”

We seek a world where nature and people thrive in balance and where, as individuals, we all have a deep understanding of our environment, our place in it and our role in caring for it.

Jayne Manley, CEO

Our purpose

We are facing a triple threat of climate change, loss of biodiversity, and a massive public health crises, made worse for those in disadvantaged communities who have little or no access to nature.

Our purpose is to inspire people to address these crises through the power of natural green spaces.

Our vision

Our vision is a society where accessible, engaging green spaces enable nature and people to thrive in balance.

Our mission

Our mission is to champion access and engagement with natural green spaces for everyone, so that together we take action for people and planet.



Earth Trust has been working towards this for 40 years, but it has never been more critical than now.

Demonstrate. Engage. Influence.



About us

Earth Trust is an environmental charity with 40 years' experience in caring for and inspiring others with the natural green spaces.

We believe that we all have a responsibility to care for nature and understand our role within our ecosystem.

But, for people to understand their environment, their place in it and their role in caring for it, they must have the opportunity to experience its power and nurture a deep connection.

Together with our supporters, Earth Trust is guardian of some extremely special and inspiring places full of nature and heritage.

We care for 500 hectares of woodland, farmland, wildflower meadows and wetlands, which receive 200,000 visits a year.

We use these amazing places to engage and inspire people and to demonstrate nature-based solutions to climate, biodiversity and public health crises, that we hope others will take and use elsewhere.

Earth Trust is currently a team of over 30 people, hundreds of regular volunteers and more than 500 regular supporters.

We'd love for you to join us.

Our culture

Earth Trust is a friendly, positive and collaborative place. People are at the heart of what we do.

You will be joining a small but motivated team who are passionate about making a difference to climate sustainability, biodiversity, environmental impacts and health and wellbeing through engaging more people and making a positive impact.

Your impact

As a small organisation, all our staff have a big impact. Each role is essential and the value and contribution of every staff members can be felt on a day-to-day basis



I enjoy the variety of people that I get to come in to contact with on a daily basis. People from all walks of life coming together for one common goal.”
Nicola Williams,
Volunteer Officer

“The opportunity to help our visitors, volunteers, friends and staff be better placed to address the issues we care about is a huge privilege. The spaces that surround us are inspiring and I am excited that every day I know we are securing these spaces for our generations today and the ones to come.”

Dave Lewis, Director of Operations



“I am fascinated by people’s relationships with landscapes. I love stories, care passionately about heritage, and enjoy spending as much time as possible in nature. Working for Earth Trust and championing people’s access to and engagement with green and blue spaces is a real privilege.”
Anna Wilson, Head of Experience & Engagement

“I like the idea that my working day can make a small contribution to the future of the planet. It is great to work with people who don’t just hope we can do it but who are doing what they can to make it happen.”

Kitty Cox, Major Appeals



Our Values

We are a values-led organisation, committed to putting **People at the heart** of **Connection to nature**, and **Learning together** to **Make change happen**



Equality, Diversity & Inclusion

Earth Trust strives to be a diverse and inclusive place where we can all be ourselves and we are committed to equality of opportunity for all staff.

Individuals are encouraged to apply regardless of age, disability, gender, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief.

Benefits & Support

Alongside a competitive salary, there is flexible working whenever possible, 24 days holiday per annum (pro-rata) increasing with length of service plus an additional 3 days of leave over the Christmas period, bank holidays, volunteering opportunities, pension scheme and onsite parking.

We also offer family friendly, flexible working arrangements, with forums and inclusive facilities to support our staff.

Contact Us



www.earthtrust.org.uk
+44 (0) 1865 407792

Earth Trust
Little Wittenham
Oxfordshire, OX14 4QZ

To apply for the role

Please send a CV and covering letter explaining why you are suitable and what attracts you to this role
recruitment@earthtrust.org.uk

Closing date

Midnight 26th February 2023

Interviews

Interviews are to be held at Earth Trust week commencing 6th March 2023