



The
Wildlife
Trusts

Managing Director - Green Finance/Rothbury Conservation Trust

RECRUITMENT PACK

Salary: up to £90,000 per annum

Location: Home Based, Office facilities available, some UK travel will be required.

Full time (35 hours per week)

Permanent contract



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Background

In 2021, The Green Finance Institute identified that “a minimum of £44 billion to £97 billion in investment above current public sector commitments is required for the UK to meet nature-related outcomes in the next ten years.” The UK Government has promoted a range of initiatives to stimulate private investment in nature’s recovery, many of which have been developed with the involvement of Wildlife Trusts. The Wildlife Trusts are keen to see investment in nature-based solutions (NbS) as it could drive a step change in nature’s recovery.

Our Current Work

Collectively, The Wildlife Trusts have been engaging in green finance and nature-markets for some years – including [carbon](#), [nutrient neutrality](#) and [natural flood management](#) – and are well-placed to capitalise on upcoming opportunities. The most promising new nature market has been [Biodiversity Net Gain \(BNG\)](#), which came fully into force in February 2024, and we have responded by developing a network of [habitat banks](#) across England, operating to the Wildlife Trusts’ gold standard (our high integrity offer). The Royal Society of Wildlife Trusts (the central charity of The Wildlife Trusts) is supporting individual Wildlife Trusts to develop their offer and to start developing their business-to-business marketing capabilities through knowledge exchange and developing national contracts for nature-based services that can be delivered by Wildlife Trusts. The £40m Aviva rainforest programme which is based upon voluntary carbon market credits is a good example. By engaging in these markets at scale, we aim to drive integrity up, offering ourselves as a market-leader for others to emulate. To lead, influence and compete in the evolving nature markets, The Wildlife Trusts must be able to scale up our operations across multiple Wildlife Trusts.



The Immediate Need

In recent months, the Wildlife Trusts have been approached by several large developers, both public and private, seeking BNG units at scale. These opportunities could realise nature recovery across many thousands of hectares. But, whilst a number of Wildlife Trusts have made substantial progress in developing their BNG offer, elsewhere our market offerings are modest and patchy, inhibiting our ability to engage in these national opportunities.

The global management consultancy Kearney undertook a pro bono piece of work with us in summer 2024 to examine our options and determine the size of the BNG market in each planning authority area, creating a unique demand modelling tool. Kearney noted critical gaps in skills and capacity that the Wildlife Trusts need to fill to scale rapidly and efficiently. These included accessing investment at scale, financial modelling and pricing, contract negotiation and statutory and financial reporting (for investments).

It was recommended that we establish a special purpose vehicle (SPV) to meet these capacity and skills requirements and allow The Wildlife Trusts to access large-scale investment, to scale up our delivery and de-risk market entry for local Wildlife Trusts. They also noted that entering into a joint venture with a fund manager would quickly resolve critical skill deficit risks.

The Immediate Need

These vehicles would purchase/long-lease land on behalf of the local Wildlife Trusts and sub-contract habitat creation and management activities, at commercial rates (covering the full management costs and profit), to local Wildlife Trust. Sites would be owned temporarily by the SPV/JVP whilst the cost of the land purchase is repaid through sales of nature-based services, ensuring that land is permanently set aside for nature in line with our high-integrity approach to BNG: a critical differentiator between the Wildlife Trusts' offer and our competitors. Any profits would be reinvested into the SPV/JVP to support future acquisitions and capability-building for The Wildlife Trusts.

We now need to recruit a Managing Director to support the development of a special purpose vehicle owned and managed by RSWT on behalf of the Wildlife Trusts and/or to take forward the Wildlife Trusts' interests within a Joint Venture Partnership. This will include refining the business model(s) and implementing a clear strategy to scale up investment into nature's recovery across the Wildlife Trusts, through private finance mechanisms.



Rothbury Conservation Trust

At the end of 2024 The Wildlife Trusts purchased the Rothbury Estate in Northumberland ([The Wildlife Trusts buy The Rothbury Estate in partnership with Northumberland Wildlife Trust | The Wildlife Trusts](#)) with the aim of creating a national flagship for nature recovery. It is anticipated that the site will also provide the practical opportunity to demonstrate how commercial strategies that incorporate green finance can be successfully delivered within the Wildlife Trust Federation and more widely as a model for the future.

To support the development of the Rothbury Estate a new charitable company (partnership between RSWT and Northumberland Wildlife Trust) has been established and part of the role of Managing Director – Green Finance will be to lead the Rothbury project team within the new charity and provide strategic support to the Trustees.

About Us

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, who believe that we need nature and nature needs us. We have more than 944,000 members, over 38,000 volunteers, 3,600 staff and 600 trustees. There are 46 individual Wildlife Trusts, each of which is a place-based independent charity with its own legal identity, formed by groups of people getting together and working with others to make a positive difference to wildlife and future generations, starting where they live and work.

Every Wildlife Trust is part of The Wildlife Trusts federation and a corporate member of the Royal Society of Wildlife Trusts, a registered charity in its own right founded in 1912 and one of the founding members of IUCN – the International Union for the Conservation of Nature. Taken together this federation of 47 charities is known as The Wildlife Trusts.

The next few years will be critical in determining what kind of world we all live in. We need to urgently reverse the loss of wildlife and put nature into recovery at scale if we are to prevent climate and ecological disaster. We recognise that this will require big, bold changes in the way The Wildlife Trusts work, not least in how we mobilise others and support them to organise within their own communities.

About Us

The Wildlife Trusts are on a mission to bring about a people-powered nature and climate recovery by empowering people to take meaningful action for nature, and to create an inclusive society where nature matters to everyone, everywhere. We are ambitious in our desire not just to slow, but to reverse the declines in nature. Together we have developed a bold, new collective strategy which outlines our vision and the actions we will take to restore nature over the next eight years.

Central to our strategy are our three goals which set out what we are striving to achieve by 2030 in pursuit of our vision of a thriving natural world. Goal 1 is to put nature into recovery with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive. Goal 2 is to inspire people to take action for nature and climate, resulting in better decision-making for the environment at both local level and across the four UK nations. And Goal 3 is to enable nature to play a central and valued role in helping to address local and global problems, such as by helping tackle climate change and supporting wellbeing and education.

Achieving these ambitious objectives means that we must develop new ways of working which increase the scale and impact of our work. Therefore, we have embarked on a programme of strategic transformations that are essential to achieving our goals, and which will result in a stronger and more effective Wildlife Trust movement for the long term. RSWT is leading the transformation programme across The Wildlife Trusts including in community organising, equality, diversity and inclusion, and funding nature's recovery. The Wildlife Trusts have existed for over 100 years thanks to a strong membership base and traditional fundraising activities.

Now, to achieve the level of funding needed to reverse nature's decline, we need to diversify and increase our income by exploring new ways of funding such as innovative finance.



About You

Do you want to lead the field in the development of private investment into nature's recovery?

Fundamentally, you will have worked at a senior level as a Managing Director/CEO and have financial investment and commercial leadership experience that translates into strong awareness and understanding of financial investment markets and how these financial mechanisms can be used to drive large-scale investment, in this case into a green finance vehicle(s) for the Wildlife Trusts. We need you to translate that experience into solutions that scale up nature's recovery, by developing realisable business propositions that create revenues from corporate sales of nature-based services such as biodiversity net gain credits or voluntary carbon credits amongst many other possible services.

An innovative problem-solver with an entrepreneurial spirit, you will need to develop compelling and practical commercial strategies which can be successfully delivered within the Wildlife Trust Federation. As such you will be a great communicator, with a personable style who can work with many different people across the wonderful variety of geography, size, scale, and activities of the 46 Wildlife Trusts.

The Wildlife Trusts value passion, respect, trust, integrity, pragmatic activism and strength in diversity. Whilst we are passionate in promoting our aims, we are not judgmental and are inclusive. We particularly encourage applications from people who are underrepresented within our sector, including people from minority backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

RSWT take our Safeguarding responsibilities extremely seriously. Please click [here](#) to read our commitment statement. The Royal Society of Wildlife Trusts is committed to safeguarding and promoting the welfare of children 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.

As a Disability Confident employer, we are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible.

RSWT are committed to increasing the diversity of its staff through its Levelling the Field recruitment pledge and will put any ethnic minority applicants that meet all the essential criteria for the post through to the next stage of recruitment.

Please be aware we may not accept applications if we have reason to believe they have been wholly produced using generative AI tools.



Job Description – Overall Purpose of the job

- Finalise the design and implementation of the Green Finance SPV and/or JVP
- Run the Green Finance SPV and/or service the Wildlife Trusts' interests within the JVP
- Work alongside the Green Finance Manager to develop the Wildlife Trusts strategy for Green Finance
- Support and enhance operational delivery of Green Finance opportunities across the Wildlife Trust Federation
- Lead the newly formed Rothbury Conservation Trust

Job Description – Main Responsibilities

Finalise the design and implementation of the Green Finance SPV/JVP

- Develop options for the form and function of any SPV and/or work with partners to develop the JVP
- Set out a business plan for the SVP and/or JVP that Wildlife Trusts are comfortable with and ensure RSWT governance sign off (via Resources and Audit Committee to Council of Trustees)
- Develop commercial negotiations with key investors and partners
- Oversee set up and launch of the SVP/JVP business plan

Job Description – Main Responsibilities

Run/service the Wildlife Trust's interest the Green Finance Investment Vehicle

- Successfully launch and deliver the first projects
- Oversee Governance and ongoing reporting
- Set out and manage risk
- Develop a strong pipeline of opportunities alongside corporate team
- Analyse, assess and improve capacity and capability with wider operations teams within RSWT and trusts
- Oversee commercial engagement with Trusts and ensuring contractual obligations are met, helping Trusts to take up new opportunities and investment obligations whilst ensuring the nature recovery focus is maintained
- Prepare forecasts and provide ongoing input to the RSWT Business Plan

Continue to develop the Wildlife Trusts strategy for Green Finance

- Develop and deliver Green Finance Services alongside the Green Finance Manager
- Explore further opportunities or business models that can generate revenue streams through nature recovery
- Maintain strong working knowledge of the green finance world, building a strong network across the sector
- Engage and liaise with stakeholders, communicating the green finance strategy aims, processes, and information needs

Job Description – Main Responsibilities

Support and enhance operational delivery of Green finance opportunities across the Wildlife Trust Federation

- Create plans for future recruitment based on scaling revenue
- Matrix manage RSWT delivery and operations team as relates to green finance
- Support Wildlife Trusts to increase revenues for nature's recovery, including on Wildlife Trust owned land and buildings, using these novel green financing approaches.
- Support Wildlife Trusts to secure investment into these programmes and plans. This might include philanthropy; public and charitable grants; contracts; philanthropic and commercial lending; and crowd-sourced and institutional investment.

Lead the newly formed Rothbury Conservation Trust (RCT)

- Work with the RCT Board on setting and implementing strategy for RCT and carry out any management duties delegated by the Board.
- Work with the RSWT Governance, Finance and People & Culture Teams to ensure appropriate structures, policies and procedures are in place for RCT.
- Liaise with the RSWT Rothbury Project Manager and Rothbury Project Steering Group.

For the organisation to 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, and any other reasonable duties required.

All staff are ambassadors for the organisation both internally and externally and are expected to act in a professional manner at all times. 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.



Person Specification

Essential

- Personal Qualities:
 - Personable and good communicator
 - Collaborator
 - Entrepreneurial approach
- Key Competencies:
 - Innovator
 - Strategic thinking
 - Excellent experience of stakeholder engagement management, including resolving complex issues effectively and efficiently
 - Project management
 - Ability to absorb complex information quickly, and to communicate it to a non-expert audience in a concise and engaging way
- Experience:
 - Experience in or knowledge of green finance markets
 - Experience of or a good understanding of financial investment markets
 - Commercial business experience
 - Financial management experience (trading performance, balance sheets, cash-flow, budgeting etc.)
 - Building and managing relationships
- Knowledge and Skills:
 - Legal / contract experience and skill
 - Demonstrable financial skill as demonstrated, for example, through high level accounting qualifications
 - Good public speaker / presentational skills
 - Commercial Strategy
 - Business Case development and mobilisation
 - Understanding of Nature Conservation



Person Specification

Desirable

- Personal Qualities:
 - Influencer
 - Problem solver
- Experience:
 - Working in a federation, complex matrix organisation
 - Experience convening wide range of stakeholders and partners to achieve programme aims
 - Managing Director/CEO
- Knowledge and skills:
 - Excellent IT skills
 - Research ability





Additional benefits of working for The Wildlife Trusts

- Private medical insurance
- Electric vehicle salary sacrifice scheme
- 26 days holiday per year plus 8 bank holidays
- 4 Concessionary Days
- Non-contributory Life Assurance Scheme
- Generous pension contribution
- Charity worker discount
- Employee Assistance Programme

Closing date for applications: 20th July 2025

First interview: 1st August 2025

Second interview: 8th August 2025

