



The
Wildlife
Trusts



Peatland Programme

Biodiversity Crediting Project Manager (Peatland Code)

RECRUITMENT PACK

Salary: £31,000 per annum (£23,250 for 9 months)

Location: Hybrid working with regular travel to other places of work

Full time (35 hours per week)

Temporary contract until March 2026

This project is supported by NatureScot in collaboration with The Scottish Government and in partnership with the National Lottery Heritage Fund, through the Facility for Investment Ready Nature in Scotland.



Royal Society of Wildlife Trusts
Registered Charity N° 207238

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About Us

The successful candidate will be employed by the IUCN UK Peatland Programme's host organisation, the Royal Society of Wildlife Trusts. The new team member will have the level of knowledge and experience to drive forward and promote biodiversity assessment and quantification within peatland restoration and woodland creation projects. They will be part of a UK-wide team who advocates the multiple benefits of peatlands and woodlands through partnerships, strong science, sound policy and effective practice, and communication. This project will be directly embedded within the IUCN UK Peatland Programme team but will work in close collaboration with the WCC team at Scottish Forestry and Scotland's Rural College (SRUC).

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 You

We are looking for a highly organised Project Manager to lead our Biodiversity Crediting project in collaboration with the Woodland Carbon Code.

This is a unique opportunity to join the [IUCN UK Peatland Programme](#) team, supporting the [Peatland Code](#) (PC) and [UK Woodland Carbon Code](#) (WCC), the UKs leading domestic carbon standards. The PC is the quality assurance standard for peatland restoration projects and the WCC is this for woodland projects in the UK. Both generate independently verified carbon units and this project will support the aspiration to provide biodiversity credits in the near future. Applications from suitable candidates are welcomed.

This is an exciting time in the development of the Peatland Code and Woodland Carbon Code. The Biodiversity Crediting Project Manager will lead on a new FIRNS 3 (Facility for Investment ready Nature in Scotland) project to develop the methods, documentation, governance, and infrastructure to enable biodiversity crediting for woodland creation and peatland restoration projects in Scotland, including the capability to either stack carbon and biodiversity payments

within the same project (where additionality rules allow), or explicitly bundle the two quantified outcomes into one 'credit' that is sold on the basis of a known level of biodiversity uplift alongside carbon credits

You need to be able to manage many conflicting priorities, keep all project partners regularly updated and ensure the project delivery milestones are met. You will work in the rapid developing arena of voluntary biodiversity/nature markets and will need to keep on top of the latest national and international market developments.

You will be responsible for the day-to-day project management of the Biodiversity Crediting Project. This will include managing multiple stakeholders and funding partners for this, good organisational and communication skills are critical and the ability to digest technical information and communicate it in an accessible way is key. Further, as part of a team, you will support the operation and promotion of the Peatland Code. This means you will have excellent project management and presentation skills, as well as being highly organised in your work.



About You

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

The main purpose of the job is to develop the methods, documentation, governance, and infrastructure to enable biodiversity crediting for peatland restoration and woodland creation projects in Scotland and the rest of the UK. This will include the capability to either stack carbon and biodiversity payments within the same project (where additionality rules allow) or explicitly bundle the two quantified outcomes into one 'credit' that is sold on the basis of a known level of biodiversity uplift alongside carbon credits.

Job Description – Main Responsibilities

- **Project Management including:**
 - Providing focus and objectives for the project.
 - Coordination between project partners, ensuring timely delivery of outputs.
 - Managing project finances.
 - Maintaining a project risk register/contribute to WCC/PC risk register.
 - Monitoring project progress and reporting regularly to the WCC and PC Executive Boards.
 - Project Review.



Job Description – Main Responsibilities

- **Data aggregation and analysis including:**

- Aggregating and analysing biodiversity data for UK woodlands and peatlands, with a focus on pristine or successfully restored sites to create a 'reference library'.
- Metric development – for example community similarity indices to track movements in community structure.
- Trial calculations of 'biodiversity uplift' for sites where we have baseline data which we can compare to the 'reference library'.
- Identification of data gaps where further collaboration or research is required.
- Identification of alternative options for collection and aggregation of biodiversity data for WCC / PC projects.

- **Roadmap development:**

- Development of a roadmap for biodiversity methodologies in the WCC and PC, which sets out the steps and timescales for integration of any biodiversity methodology into both standards.

- **Collaboration including:**

- With public funding bodies to align opportunities for private investment in biodiversity.
- With other developing biodiversity or ecosystem restoration standards across the UK.
- With developing international standards for biodiversity crediting methodologies to ensure compliance.
- With the registry provider to ensure transparent representation of biodiversity uplift in line with developing international expectations.



Job Description - Other Responsibilities

- Undertake own administration.
- Be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work Act (1974) and relevant EC directives.

In order 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:
 - Ability to form and develop good working relationships with colleagues and partners
 - Highly organised with excellent attention to detail
 - High degree of personal motivation, including the ability to work independently and collaboratively
 - Enthusiasm, self-motivation and initiative
 - Excellent interpersonal skills - tact, diplomacy and ability to influence a wide range of people
- Key Competencies:
 - Professional and highly efficient approach to work, especially when under pressure
 - Managing projects, including through others e.g. consultants and agencies
 - Excellent written and verbal communication
 - Ability to digest information into cogent briefings
 - Ability to manage multiple priorities at once, keeping all relevant partners involved and attend regular briefing sessions
- Experience:
 - Proven experience of working well with wide range of stakeholders such as public bodies, environmental NGOs and land managing bodies
- Knowledge and skills:
 - Knowledge of natural capital, nature based solutions, ecosystem markets, carbon standards and validation/verification systems

Person Specification

Desirable

- Key Competencies:
 - Project Management qualification i.e Prince 2/Agile or equivalent
 - Experience delivering presentation and confident attending conferences/workshops
- Experience:
 - Previous experience in nature markets
 - Experience of economic assessments of natural capital
 - Experience of working with registries for the buying and selling of carbon offsets
- Knowledge and Skills:
 - Knowledge of peatland ecosystems and their values to society
 - Knowledge of woodland ecosystems and their values to society
 - Knowledge of biodiversity in peatlands and woodlands

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: 24th August 2025

First interview: 2nd September 2025

Second interview: 8th September 2025

