



Yorkshire
Wildlife Trust

Beaver Project Manager

Job Description



ywt.org.uk



Beaver Project Manager

About us

Yorkshire Wildlife Trust is one of the region's largest environmental charities; our mission is to ***drive nature's recovery in Yorkshire*** across our land and at sea.

We are one of 46 regional Wildlife Trusts working for nature and collectively forming the Wildlife Trusts, one of the largest collective national movements for wildlife in Europe.

Our vision is for ***wildlife and people thrive together across Yorkshire's communities, land, rivers and sea***. We work holistically in nature, thinking globally, planning at regional and landscape scale, while delivering our work in partnership with local communities, caring for local wildlife together. Our dedicated team of staff (c.190) and volunteers (c.1000) work together, on behalf of all our members (c.41,000), in every corner of Yorkshire to make this vision a reality.

Since forming in 1946 with our first reserve at Askham Bog, we now steward 115 nature reserves, which cover more than 3000 hectares of land and include some of our most precious wildlife. We also work extensively with other land managers, communities and businesses, to inspire, advise and deliver restoration work, supporting others too play their part in nature's recovery.

We are passionate advocates for Yorkshire's incredible wildlife and wild places. Join us and help create a diverse and inclusive team, committed to driving change for Yorkshire's wildlife, communities and a positive future.



Job Description

Responsible To: Head of Operations – North Yorkshire

Responsible For: Volunteers

Location/based at: York preferred, but flexible

Date last updated: 10 February 2026

Main Purpose of the Role

The Yorkshire Beaver Project Manager will drive forward the recovery of the Eurasian beaver in Yorkshire, winning hearts and minds across a wide range of stakeholders and solving problems to ensure success.

The role will support the establishment of a flourishing and sustainable population of wild beavers in Yorkshire, enabling their coexistence with people while delivering wider benefits for biodiversity. Working in close partnership with other projects in the Humber Basin, alongside Forestry England, Protected Landscapes, Natural England and other key stakeholders, the postholder will help to develop and deliver programmes for beaver reintroductions across rivers in Yorkshire, including securing the necessary licences and implementing wild releases.

The postholder will be an ambassador for Yorkshire Wildlife Trust and beaver reintroduction, and will be required to meet challenge head-on, find solutions to complex issues and secure the trust of the public and stakeholders for this transformational project. The work will involve proactive and targeted stakeholder engagement to raise awareness of the return of beavers and to identify, manage and resolve any conflicts that may arise. The postholder will be required to work with senior leaders, managers and Trustees of the Trust to deliver the role. In addition, the high-profile nature of the post will necessitate the postholder to work with external senior leaders in local authorities, statutory agencies and the private and environmental sector.



Tasks and responsibilities

1. Project Management

- Working in partnership, plan and programme the successful delivery of the 5-year Beaver reintroduction programme across Yorkshire, identifying key annual milestones.
- Work closely with Nature Recovery colleagues to build the evidence base to target, develop and deliver reintroductions in selected catchments within Yorkshire.
- Work closely with Fundraising and Engagement colleagues, ensure the programme is widely supported, sufficiently resourced and community support can be mobilised.
- Work closely with partners and communities to enable and deliver wild Beaver releases.
- Commission and lead project monitoring and evaluation.

2. Statutory responsibilities

- Work closely with the regulators, Natural England, to secure licenses required to wild release Beavers.
- Work with partners to bring together a professional and volunteer community to develop Beaver management frameworks and implementation capacity for Yorkshire.

3. Stakeholder Engagement

- Develop and support Beaver management groups on rivers where Beavers are to be released.
- Build community capacity and a volunteer network to support the delivery of stakeholder and public engagement to raise awareness of Beavers and coexistence with them. E.g. Delivering presentations, webinars, guided events and drop-in sessions.
- Actively campaign for and promote the reintroduction of Beavers in target catchments to create a pipeline of release sites and management capacity. ensure the success of the project.





- Build relationships and dialogue across diverse stakeholder groups to build understanding of beavers, coexistence and management practices, to prevent and mitigate conflict with landowners, farmers and wider public.
- Work with Fundraising and Engagement teams to develop beaver-focussed communications and events to generate deeper engagement, community and financial support for the project and the Trust's work.
- Represent YWT in regional and national beaver forums as appropriate.

4. Financial management & reporting

- Manage the project budget ensuring prudent use of funds and identifying variances and reporting as required.
- Produce accurate, insightful and inspiring reports for funders, beaver management groups and internal leadership teams as required.

5. Line management & Health and Safety

- Manage any additional project staff and volunteers as appropriate.
- Ensure all Health and Safety procedures are adhered to at all times.

Other

- Promote the Trust and partner organisations whenever possible.
- Demonstrate our Trust values every day behaving with courage, respect, and integrity whilst trusting others and taking responsibility for your actions at all times.
- Support and promote the Trust's commitment to equality, diversity and inclusion.
- The Trust is committed to safeguarding and promoting the welfare of children, young people, and adults at risk and expects all staff and volunteers to share this commitment.
- Abide by all Trust policies.
- Undertake any other duties as requested by your line manager and in line with the post.



Person Specification – Beaver Project Manager

Experience	Essential/ Desirable
Substantial experience managing the development and delivery of technical nature conservation or species-focussed projects over large areas and time.	Essential
Managing the delivery of complex and contentious projects involving the public and a wide range of stakeholders, some of whom may not be supportive of our work	Essential
Experience of delivering multiple objectives on time and in line with agreed timescales and budgets	Essential
Experience of developing, commissioning and evaluating monitoring programmes	Desirable
Experience of developing funding bids, to augment existing work programmes and liaising with major donors.	Desirable
Experience of GIS, mapping and spatial analysis	Desirable
Knowledge and Skills	Essential/ Desirable
Demonstrable knowledge of nature conservation, environmental regulations and agri-environment schemes	Essential
Excellent verbal and written communication skills, able to speak passionately and authoritatively to a range of audiences, including the media, and handle careful negotiations to further the aims of the project.	Essential
Well organised with excellent time management skills, able to manage their own diary	Essential
Good numeracy skills, able to understand, interpret and present project budget information	Essential
Diplomatic and trustworthy in approach, and sensitive to the needs of individuals and stakeholders and able to cultivate important relationships.	Essential
Ability to build trust and respect with a wide variety of stakeholders and interest groups	Essential
Knowledge of beaver ecology and conservation	Desirable





Personal Qualities	Essential/Desirable
Resilient, confident, and gravitas to be able to handle challenge and conflict in public, in a calm, professional and sensitive manner.	Essential
Highly motivated and professional with high standards of work	Essential
Flexible, willing to work outside of the normal office hours e.g. evenings and weekends, as and when required	Essential
Personable, friendly and approachable, open to input and advice and able to build trust and rapport with a wide variety of people.	Essential
Essential Qualifications/Requirements	Essential
Full UK driving licence	Essential



Terms and Conditions

Salary:	£34,983 per annum
Hours:	35 hours per week, Monday to Friday. The nature of the post's duties may occasionally require evening and/or weekend work. Paid overtime is not available, but time off in lieu will be given for essential additional hours worked.
Contract:	Permanent. A probationary period of 6 months applies to new staff, during which you must complete all essential, mandatory training.
Flexibility:	Whilst ensuring the needs of the business and the role are met, the Trust endeavours to meet the flexible working needs of its employees. Depending on the nature of the role, the Trust offers hybrid working (a mix of office and at home).
Holidays:	30 days per annum inclusive of 3 office/site closure days over the Christmas period, in addition to national public holidays, rising to 33 days after 5 years' service. All leave is pro rata for part time employees.
Pensions:	You may be eligible to be auto enrolled into the Trust's Pension Scheme. Terms of the scheme are available on request from Finance.
Employee Assistance Programme:	The Trust provides an Employee Assistance Programme. This is a confidential service which aims to provide staff with support for a range of issues.





Health Questionnaire:	You will be asked to complete a health questionnaire in order to identify and support or adjustments you may require.
Equal Opportunities:	Yorkshire Wildlife Trust is committed to equal opportunities and appoints on merit. We welcome applicants from all sections of society regardless of gender, sexual orientation, race, disability, marital status, age and religion, perceived community background or political beliefs.
Place of Work:	The post will be based preferentially at York, but there may be other locations available.
Travel:	Public transport is encouraged although pool vehicles are available. In exceptional circumstances the use of the employee's own vehicle may be necessary for business use, at a mileage rate of 45p per mile.
Training & Professional Memberships:	The Trust is fully committed to personal development and training and supports achieving and maintaining professional memberships and accreditations, with any essential-to-role professional memberships paid for by the Trust.

