



The  
**Wildlife**  
Trusts

# **SPECIES RECOVERY MANAGER**

## RECRUITMENT PACK

**Salary: up to £39,000 per annum**

**Location: This role is predominantly home-based with regular travel to locations across the UK.**

**Office facilities are available at our Newark office (Tuesdays to Thursdays) for those within easy travelling distance.**

**Benefits: Private medical insurance, staff electric vehicle scheme, generous pension and annual leave entitlement**

**Full time: 35 hours per week**

**Fixed term: Fixed Term contract for 1 year, until 31 March 2027, with the possibility of extension (subject to funding)**

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## 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 945,000 members, over 33,000 volunteers, 4,100 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

Do you think that something is missing in British wildlife? Do you envision a future for the UK's landscapes where ecosystems are resilient to the effects of climate change through functioning natural processes driven by keystone species? A future where local people are in awe of the species returning to the wild places around them. Do you have the knowledge and passion to help drive this change? This may be the role for you.

For decades, Wildlife Trusts and other Environmental Non-Governmental Organisations ("eNGOs") have worked tirelessly to conserve and restore precious habitats across the UK and whilst there are many examples of success, we have not managed to reverse the decline in wildlife. What is needed is far greater scale and restoration of processes that enable habitats to be managed more effectively with less human intervention. This requires the return of missing species to drive those ecological processes. This includes extensive grazing with large herbivores like bison and elk, plus cattle and ponies (as proxies for extinct aurochs and tarpan), reinstatement of predator prey relationships with wildcat, lynx and white tailed eagles plus a host of translocations at local scales to help occupy empty habitat niches and increase ecosystem complexity.

This post will work across teams within The Wildlife Trusts to support species reintroduction efforts, share best practice, develop new programmes and work towards species recovery being built into day to day conservation practices.

You are an inspiring and engaging nature recovery professional who is comfortable testing novel approaches to improve species recovery efforts, learning as you go and sharing lessons learnt with others to constantly improve the understanding of teams and across organisations. Your outgoing and collaborative working style makes you adept at building working relationships that lead to positive action.

You will have a good understanding of the complexities of species reintroduction efforts in the UK, understand the reasons for and against and be able to build support from a place of deep understanding and respect for others views. You will be used to managing complex projects in an adaptive way to achieve results.



**The Wildlife Trusts value passion, respect, trust, integrity, pragmatic activism and strength in diversity. We are passionate in promoting our aims, and we pride ourselves on being 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.**

**RSWT are committed to increasing the diversity of its staff through its Levelling the Field recruitment pledge and, as a Disability Confident employer, we are committed to fostering an inclusive, equitable, and welcoming recruitment experience for all applicants. Applicants with disabilities and from ethnic minority backgrounds, will be considered for the next stage of the selection process should they meet all the minimum criteria for the role outlined in the person specification detailed as essential criteria in the recruitment pack. As part of our Disability Confident Scheme, RSWT offers an interview to a fair and proportionate number of applicants with disabilities and therefore not all applicants with disabilities would be entitled to an interview as they must still satisfy the minimum requirements for the job. This commitment is designed to help reduce barriers and promote equal opportunity. We actively work to remove barriers throughout the recruitment journey and are dedicated to creating an accessible and supportive recruitment experience by offering reasonable adjustments at every stage of the recruitment process, as well as within the workplace. If you would benefit from any adjustments to support you during your application or interview process, please let us know and we will be pleased to put the appropriate support in place.**

**At RSWT, we are committed to creating a safe environment where discrimination, bullying, and harassment are not tolerated. We expect everyone to uphold, respect, and support our zero-tolerance policy. 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

Enable the Wildlife Trusts to develop and deliver species recovery programmes through central facilitation and coordination. This will include a particular focus on keystone species reintroductions and directly applying for funding for and running programmes on behalf of groups of Wildlife Trusts or through support to individual Wildlife Trusts.

### MAIN RESPONSIBILITIES

#### Programme management

- Oversee the species reintroduction elements of the Ecological Restoration Fund (“ERF”) programme, which include beavers, white-tailed eagles and large herbivores. This includes providing oversight, coordinating delivery across multiple projects, and ensuring all activity is aligned with agreed programme objectives and best practice reintroduction guidance.
- Manage Wildlife Trust programme delivery and reporting, ensuring accurate, timely and high-quality reports are provided to funders and internal stakeholders. Respond to funder requests, monitor progress against milestones and budgets to ensure delivery is meeting identified milestones.
- Liaise closely with Wildlife Trusts, providing advice, coordination and support to enable effective local delivery. Administer and award grants in line with agreed process, ensuring transparency, consistency and accountability across the programme.

## Job Description – Main responsibilities continued

- Support the Beaver Reintroduction Manager in the delivery of the England beaver reintroduction strategy, including coordinating activity across multiple Trusts, contributing to programme planning and reporting, and helping to resolve operational or partnership challenges as they arise.
- Develop and implement new species recovery and reintroduction programmes, from concept through to delivery. This includes supporting programme design, helping secure funding, where required, and embedding learning and best practice to support long-term nature recovery outcomes.

### Implement new programmes

- Implement, fundraise for and manage programmes that focus on keystone species reintroduction programmes at scale, including wild cat, lynx, proxies for auroch and tarpan cattle and ponies, European bison, elk, wild boar, beavers and white-tailed eagles. Supported by the Head of Nature and Species Recovery.
- Support Wildlife Trusts to develop species recovery programmes, through liaising with national bodies, offering support and advice, helping to secure funding and green finance, and facilitating knowledge exchange across the partnership.
- Work towards the integration of species recovery and reintroductions within site management plans.
- Develop, maintain and manage effective relationships with key stakeholders in relation to reintroduction efforts, including Wildlife Trusts, partner organisations, funders, regulators and other relevant bodies, to support successful and well-coordinated delivery.
- Share knowledge, learning, and best practice of reintroductions across the Wildlife Trust federation through a knowledge exchange programme to support continuous improvement and collective learning.

## Job Description – Main responsibilities continued

### Support and facilitate Wildlife Trusts

- Ensure that application and reporting processes for Wildlife Trusts are as facilitative as possible, recognising RSWT's role as a service provider to the Wildlife Trusts.
- Where practical, provide practical support to Wildlife Trusts in programme delivery, including sharing good practice, helping to secure further funding or resources, through direct assistance and site visits.

### Report to and administer funder requirements

- Facilitate Wildlife Trusts to report in line with reporting requirements and to report budgets accurately and timely.
- Seek to exceed funder expectations through clear, concise and impactful reporting, clearly demonstrating delivery, impact and learning across programmes.
- Ensure funder administration is effective, well-coordinated and seamless, maintaining robust processes that support effective programme delivery and positive funder experience.
- Build and maintain positive relationships with funders, positioning RSWT as a trusted, reliable and preferred funding recipient of choice, through a proven track record of high-quality delivery, transparent reporting and a consistent track record of success.

### Contribute to strategy and delivery across the team and more widely

- Support the Head of Nature and Species Recovery and Director of Landscape Recovery in the development and delivery of strategy and work-programmes, contributing insight, expertise and leadership to shape priorities and ensure effective implementation.
- Provide effective line management of staff (including the Beaver Reintroduction Manager and Species Recovery Programme Support Officer) and contractors, creating a positive, inclusive and supportive working environment that enables high performance, wellbeing and productivity.
- Promote and communicate the work of the team internally and externally at meetings, workshops and events and through the media (working alongside our communications colleagues as required) to support media engagement and wider public profile

## Job Description – Other responsibilities

### Wider responsibilities

- Participate in RSWT and The Wildlife Trust federation meetings, forums and events, as appropriate, contributing expertise, insight and support to collective learning and delivery.
- Build and maintain collaborative working relationships with external partners, including Non-Governmental Organisations (“NGOs”), government agencies and departments, to support effective species recovery and reintroduction activity.
- Act as an ambassador for The Wildlife Trusts, representing the organisation positively and professionally, both internally and externally, and promoting trust, credibility and shared purpose.
- Contribute to and champion a proactive, collaborative team culture, supporting ways of working grounded in shared ownership, initiative, mutual support and the open exchange of knowledge learning.

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

APP = Application Form

A = Assessment

I = Interview question

### Essential

- Key Competencies:
  - **Leadership & Decision Making:** demonstrates sound judgement and effective decision-making with the ability to build and sustain positive, collaborative working relationships. Works constructively with colleagues and a diverse range of internal and external stakeholders, fostering collaboration, trust and shared ownership of outcomes. **I**
  - **Planning & Execution:** highly organised and methodical, with excellent attention to detail. Able to manage multiple workstreams simultaneously, maintain accuracy across multiple workstreams, and prioritise effectively to deliver high-quality outcomes against tight and competing deadlines. **App**
  - **Collaboration & Support:** demonstrates a high level of self-motivation and a proactive approach to work, with the confidence and initiative to collaborate effectively and contribute constructively. Able to work well both independently and as part of a team, and to actively share ideas to improve ways of working and programme delivery. **I**
  - **Communication & Influence:** demonstrates excellent interpersonal, communication and influencing skills, with the ability to engage positively and constructively with a diverse range of individuals using empathy, tact and diplomacy. Able to build effective working relationships, influence decision-makers and contribute to shaping policy outcomes at a national level, including through delivering effective presentations and producing high-quality, concise and accurate written reports. **App, I**
  - **Adaptability & Resilience:** able to adapt and respond positively to evolving programme requirements, while managing competing priorities and demands and maintaining effective programme delivery. **App, I**



## Person Specification

### Essential

- Experience:
  - Experience of working with a diverse range of individuals and groups across organisations and sectors to achieve shared objectives and positive outcomes. **App**
  - Proven experience of developing funding proposals, or contributing to successful funding bids, working collaboratively to secure resources. **App**
  - Proven experience of managing projects, including delivery through partners, contractors and/or external organisations, ensuring effective coordination and successful outcomes. **App**
- Knowledge and skills:
  - In-depth understanding of species reintroduction, including the key issues, risks, challenges and awareness of best-practice approaches. **A**
  - Knowledge of relevant international and UK (four-nation) policy frameworks and guidance relating to species reintroductions. **A**
  - Willingness to undertake travel within the UK as required for the role. **I**

### Desirable

- Key Competencies:
  - **Analysis & Interpretation:** demonstrating outstanding analytical capability, with the ability to interpret and critically assess complex evidence, synthesise information effectively, and provide clear, evidence-based recommendations to support decision-making. **I**
- Knowledge and skills:
  - Clear understanding of the role, values and ways of working of The Wildlife Trusts, including effective working within a federated structure.



## 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
- Cycle to Work Scheme

**Closing date for applications: 19<sup>th</sup> May 2026**

**First interview: : 1<sup>st</sup> June 2026 (Online)**

**Second interview: 12<sup>th</sup> June 2026 (Online)**

