



Yorkshire
Wildlife Trust

Conservation Evidence and Insight Manager Job Description



ywt.org.uk



Yorkshire
Wildlife Trust

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 3,000 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.





Conservation Evidence and Insight Manager

Job Description

- Responsible for:** Up to 4 staff covering GIS, research and data management roles.
- Responsible to:** Director of Nature Recovery
- Location/based at:** Office location can be Doncaster, Huddersfield, York or Skipton with home working. Requirement to travel across Yorkshire to visit Trust offices, landholdings and development sites
- Date last updated:** 8 June 2026

Main Purpose of the Role

Transforming ecological data into powerful insights, the Conservation Evidence and Insight Manager will oversee and support a range of projects supporting our ambition to achieve 30% of positively managed land a sea for nature across Yorkshire, in line with our blueprint for nature recovery – *Bringing Yorkshire's Nature Back*.

Data and evidence are fundamental to effective nature recovery. It ensures that conservation actions are targeted, effective, and responsive to changing conditions. Yorkshire Wildlife Trust uses an evidence-informed approach allowing us to make better decisions and demonstrate real outcomes for nature.

Requiring excellent knowledge of data collection and analysis, GIS and remote sensing, project design, reporting and data management, the Conservation Evidence and Insight Manager will act as the bridge between ecology, technology and policy, ensuring robust data collection, analysis and management, while driving decision making and inspiring change.

Tasks and responsibilities

Evidence for Conservation Strategy and Policy

- Lead the integration of scientific evidence into conservation planning, project design, and policy development work to align with our ambitions to become a 'Conservation Evidence Champion'.





- Provide strategic technical input into conservation strategies, funding proposals, and programme evaluations.
- Lead the periodic review of our *State of Yorkshire's Nature/Bringing Yorkshire's Nature Back* work to provide relevant updates and monitor progress toward nature recovery goals.
- Work closely with conservation practitioners, ecologists, and external partners including academic institutions and NGOs (e.g. LNRS monitoring and delivery, supporting blueprint delivery across a range of organisations, as appropriate).
- Working with colleagues across the Trust, to develop the intelligence (data and insights) capability for the Trust to engage in nature finance, environmental markets, etc. opportunities.
- Ensure the Trust keeps up to date with recent research methods and findings, sharing and integrating relevant information across the Trust's work.
- Lead on the conservation use cases and evidence requirements for emerging technologies such as AI, drones, remote sensing, cameras, acoustics and eDNA.
- Work in partnership with Digital Transformation and IT on conservation-related architecture, cyber security, data protection, procurement, integration and responsible technology governance.

Research and Monitoring

- Ensure the Trust's conservation activities are in alignment with and delivering to its Organisational Strategy and Blueprint for nature's recovery.
- Work with Operational teams to design practical and usable monitoring and data capture processes, to support effective management, which contributes to our strategic goals.
- Build the Trust's evidence-led credibility and collaborate with RSWT, researchers, applied scientists, and academic partners to co-develop original research and deliver conservation outcomes.
- Lead delivery, providing both strategic oversight and technical guidance, of key research and evidence projects including ecological and spatial models to support conservation planning and decision-making.





- Provide quality assurance of the interpretation of modelling outputs to inform conservation strategies, landscape planning, and species recovery initiatives.
- Manage projects to ensure they meet deadlines and objectives and are delivered within budget.

Data Management and Analysis

- Lead the conservation requirements for data platforms and services to enable our nature recovery ambitions across the Trust, and where appropriate offering external knowledge services.
- Establish clear conservation data standards, ownership, quality controls and stewardship responsibilities across Nature Recovery.
- Work with Digital Transformation and IT to ensure conservation-related data systems are secure, integrated, supportable and aligned with the Trust's digital architecture.
- Ensure conservation data is trusted, maintained at source and aligned with the Trust-wide data governance framework.
- Ensure data quality, reproducibility, and transparency in analytical workflows produced by the team.
- Ensure the production of high-quality technical outputs produced by the team, including reports, data summaries, and visualisations that communicate findings effectively.

Management Responsibilities

- Manage the Conservation Evidence and Insight Team, providing an environment that fosters personal and technical development while inspiring innovative and high-quality outcomes.
- Develop and maintain a prioritised conservation evidence roadmap.
- Balance strategic value, funding requirements, staff capacity, data maturity and operational readiness.
- Working with the Director of Nature Recovery and Fundraising & Engagement Directorate to secure external funding to support projects and staff posts (e.g. developing scope and budgets for funding proposals, developing the Trust's Knowledge Services).





- Represent the Nature Recovery Directorate as a member of the Extended Leadership Team (ELT).
- Contribute to a cross-functional conservation data and evidence governance group.
- Work with Digital Transformation and IT, Operations, GIS and relevant programme leads to agree priorities, standards, risks and delivery sequencing.

Other

- Promote the Trust and partner organisations whenever possible.
- Demonstrate our Trust values every day.
- 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

Experience	Essential/Desirable
Experience working with applied scientific data, including designing and conducting research projects, and interpreting, analysing, and presenting findings with strong attention to detail.	Essential
Experience producing clear, insightful written outputs such as technical reports, evidence summaries, and visualisations for both technical and non-technical audiences.	Essential
Experience in people management, including ability to motivate, inspire and build a high-performing team.	Essential
Experience working with complex datasets, spatial data and integrating analysis with GIS outputs.	Essential
Experience in scientific publishing, grey literature, and science communication.	Desirable
Fieldwork experience.	Desirable
Knowledge and Skills	Essential/Desirable
Ability to interpret complex datasets and communicate findings to develop evidence-informed arguments for strategy, strategic priorities, decision making and advocacy purposes.	Essential
Skills in statistical analysis and modelling, including regression, spatial analysis, and hypothesis testing.	Essential
Analytical skills including proficiency in GIS, statistical software (e.g. R or Python), visualisation, and reproducible reporting.	Essential
A strong understanding of data quality assurance, version control, and documentation best practices.	Essential





Excellent written and verbal communication skills, with the ability to present to a range of audiences.	Essential
A collaborative leader who thrives on working with diverse teams and stakeholders.	Essential
Effective time management skills, particularly in managing multiple priorities within tight funding and project timescales.	Essential
Knowledge of UK conservation issues, policy and legislation.	Desirable
An ability to translate data into compelling stories that influence and inspire.	Desirable
Personal Qualities	
A strategic thinker with a deep understanding of ecological monitoring and evidence-based conservation.	Essential
A methodical approach with strong organisational skills and attention to detail.	Essential
Persuasive and courteous when dealing with internal and external stakeholders and a wide range of audiences.	Essential
Commitment to nature conservation and the importance of data in underpinning all work that the Trust undertakes.	Essential
Able to work independently and collaboratively across teams.	Essential
Qualifications and Other Requirements	
An advanced degree (MSc or PhD) in ecology, conservation science, environmental science, or related field (or able to demonstrate equivalent knowledge and experience).	Essential
Willing and able to travel across Yorkshire to visit a range of YWT offices and sites, and to meet stakeholders as necessary.	Essential





Terms and Conditions

Salary:	Within the range £38,039.04 – £41,942.16 per annum (pro rata if part-time).
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 4 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:	Office location can be Doncaster, Huddersfield, York or Skipton with home working. Postholder is required to travel across Yorkshire to visit YWT offices, landholdings, development sites.
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 55p 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.

