

## Severn & Wye Nature Programme Manager

Accountable to:	Seven & Wye Nature (SWN) Steering Board for strategic direction; CEO Shropshire Wildlife Trust for operational management.
Responsible for:	Project team and consultants when appointed.
Works with:	Private and institutional funders Nature Recovery and Development teams in partner NGOs. Shropshire Wildlife Trust support services as required.

### Overview

The Severn and Wye catchments are nationally important landscapes, shaped by rivers and offering untapped potential for people, nature and the economy. But they are landscapes in peril, made worse by our rapidly changing climate and leading to loss for people and nature. Collective, holistic vision and sustained long term approaches are needed to deliver a richer, more resilient landscape and unlock huge social, economic and environmental benefits for all.

Severn & Wye Nature (SWN) is a partnership of the major environmental NGOs in the region: nine Wildlife Trusts (Birmingham and Black Country, Gloucestershire, Gwent, Herefordshire, Montgomeryshire, Radnorshire, Shropshire, Warwickshire, and Worcestershire) together with The Heart of England Forest, National Trust, RSPB, Severn Rivers Trust, and The Woodland Trust.

Our vision for 2030 is of a landscape managed to support thriving natural environments which underpin the wellbeing of all who live, work in or visit the region. Delivering this will encompass work to restore hydrological function and to influence the way land is farmed, thereby increasing natural connectivity.

Development work began in 2023. We have explored new green finance mechanisms, developed pilot programmes, and built productive relationships with key private and institutional funders. The aim now is to accelerate and move into delivery investible landscape-scale programmes which support nature's recovery at scale.

The SWN steering board is made up of two Wildlife Trusts (one English and one Welsh) and the other five partners. This post will be hosted by Shropshire Wildlife Trust (SWT), who will provide operational support as required.

### Objective of the job

To build a coherent and strategic programme of nature restoration programmes across the Severn and Wye catchments, in close collaboration with SWN partners and building on development work to date, and to secure substantial new funding to enable SWN to move into delivery at scale. This is a fixed-term contract initially but can be extended if progress is good.



## **Key results expected**

1. A catchment-wide portfolio of programmes is created and maintained, with input from all partner ENGOS, to generate large-scale investment opportunities when needed.
2. Substantial investment (£10m+ annually) is secured from institutional and private funders at regional or national level for delivery programmes from 2026 onwards.

## **Key tasks**

1. Build and maintain strong collaborative relationships at senior level with all SWN partners.
2. Identify suitable projects across the catchment for inclusion in SWN's investment portfolio, updated at intervals in consultation with partners.
3. Develop relationships with potential investors already identified, and work with partners to seek and prioritise additional new funding streams.
4. Provide potential investors with compelling investment propositions including maps and detailed impact projections.
5. Secure additional core funding to maintain and grow the partnership core team.
6. Ensure that funders and investors receive timely and accurate progress reports.
7. Schedule steering board meetings and provide board members with clear summary information on progress against agreed priorities.
8. Draw up, manage, and report on partnership budgets, with support from SWT finance team.
9. Recruit staff or consultants as necessary with support from SWT HR.
10. Coordinate other operational, comms and marketing requirements with SWT as necessary.

## **About you**

We need an experienced, capable programme manager to lead and develop this ambitious partnership. You will require clarity of strategic thinking, excellent relationship and partnership management skills, substantial business planning experience, and very strong organisational skills. Above all, we are looking for someone who is passionate about nature and who will inspire and support partners across the region to enable its recovery at scale.

To apply please upload a CV and a covering lettering outlining how you meet the requirements of this role.

## Terms of Employment

Salary:	£41,056 to £45,279 depending on skills and experience	
Hours:	Full time, 35 hours per week. Evening and weekend work may be required from time to time. Paid overtime is not available, but time off in lieu of hours worked will be given.	
Pre employment checks:	The post does not require. The successful applicant will need to provide proof of right to work in the UK and qualifications, presented at interview.	
Probationary period:	Six months	
Contract	Fixed term – two years. If good progress is made this could be extended indefinitely.	
Holidays:	A full-time member of staff has 25 working days per annum in addition to normal public holidays. An additional day is added for each year's service up to a maximum total of 30 days holiday.	
Pension:	After three months the employee will be eligible to join the Trust's group personal pension scheme and if they pay a minimum of 3% of salary the Trust will contribute 7% of salary to this scheme.	
Notice Period:	During your probationary period, the period of notice for termination of your employment will be one week on either side. After successful completion of your probationary period the minimum period of notice is three months.	
Place of Work:	Flexible – office space can be made available in partner offices in the region as convenient.	
Home working	The Trust is committed to building a diverse workforce and has an Agile Working policy which will allow colleagues to work in a flexible manner.	
Travel:	Pool vehicles are not normally available. You are required to have insurance to cover business use and a mileage allowance of 45p per mile will be payable from home or office as appropriate. If you use a pedal cycle, you may claim a mileage allowance of 20p per mile.	
Training:	The Trust is fully committed to personal development and training. Employees have an annual appraisal and regular progress meetings.	
Closing date:	2 June 2025	
Interview dates:	First interview (virtual):	10 - 11 June 2025
	Second interview (Shrewsbury):	16 June 2025