



## Boothby Wildland Manager - Job Description

<b>Job Title:</b>	Boothby Wildland Manager
<b>Location:</b>	Hybrid – Predominately on-site at Boothby Wildland, Boothby Pagnell, Grantham. (Some on-site weekend work required.)
<b>Employer:</b>	Nattergal Limited
<b>Reporting to:</b>	Rewilding Landscapes Manager
<b>Number of Positions:</b>	1
<b>Salary (per annum pro rata):</b>	Negotiable, dependent on experience
<b>Start Date:</b>	ASAP
<b>Contract:</b>	Full-Time, Permanent

### **Job Snapshot**

This is an exciting opportunity for a highly motivated, organised and resourceful person to oversee all aspects of Boothby Wildland. The ideal candidate will live within driving distance of the Wildland, as the role will require considerable time on site. They will need to be a great project and supplier manager, with the ability to smoothly coordinate multiple activities on site, including Health and Safety processes, restoration activities and visitor management.

### **The Opportunity:**

We are looking to recruit a Site Manager to oversee Boothby Wildland, Nattergal's flagship 617 -hectare nature restoration project near Grantham in Lincolnshire. This position will report to the Rewilding Landscapes Manager, joining the Operational team at Nattergal Ltd, and will have responsibility for the day-to-day running of Boothby Wildland.

As well as site level responsibilities, the successful candidate will be the main contact for Defra and Natural England in the innovative, 30-year Landscape Recovery partnership. As 'pilot of the pilot' in the first round of Landscape Recovery we have spent 2 years developing exciting restoration plans for Boothby Wildland. You will be responsible for delivering these plans in the Implementation stage and reporting back to Defra on a quarterly basis. Leading the on-site team and logistics, you will be central to delivering our mission to deliver a landscape scale natural asset in this intensively farmed region of the UK, continuing to make Boothby Wildland an exemplar of natural recovery underpinned by economic and social benefits.

### **About the Role:**

- Oversee the implementation of the Boothby Wildland management, maintenance, monitoring and development plans in accordance with Nattergal policies and all statutory obligations and in consultation with their line manager and other relevant staff.

- Manage on a day-to-day basis, including their workloads, any staff for which the post-holder has direct responsibility (currently Ecologist, Community and Volunteer Co-ordinator and to recruit, in time, Stock person, Education Officer and Ranger).
- Work with the Communities and Volunteer Co-ordinator, to build relationships and liaise with key local stakeholders. Nurture the developing local steering groups and lead on delivering any public consultations, with support from colleagues.
- Prepare and submit quarterly Landscape Recovery reporting and paperwork, with assistance from colleagues where required, including submitting financial claims and annual reporting. Co-ordinate and sit on the Boothby Wildland Landscape Recovery Project team.
- Manage activities at Boothby Wildland – including booking in, meeting on site and providing orientation tours to a wide range of stakeholders. This will include consultants and academic researchers, investors, paying corporate visits, site contractors and Nattergal team visits as required.
- Some weekend work will be required for e.g. community events.
- Develop and deliver to plan yearly site budgets, including utilities.
- Organise, supervise and be the main point of contact for contractors, ensuring they deliver work on time and within agreed budgets. This will focus on infrastructure creation in the coming years, and potentially eco-tourism in future years.
- Building management – including main site house and farm buildings, including developing income streams, where identified as appropriate.
- Be responsible for the site Health and Safety & Sustainability requirements for all the above and lead on site security. This includes co-ordinating the creation and reviewing of risk assessments and ensure all work by staff, volunteers and contractors is carried out in a safe manner, and in accordance with Health & Safety policies and legislation.
- Keep tools and machinery inventory up to date, ensure PPE is adequately replaced and maintenance works and records for tools and machinery are completed, and training provided as required.

## **Person Specification**

### **Essential:**

- Project Management experience, preferably in a land management related organisation (e.g. conservation, forestry, farming).
- A passion for nature recovery, preferably with some experience within the nature conservation / land management industry.
- Line management experience, preferably having led a small team.
- Excellent communication skills including presentations and experience of leading on multi stakeholder engagement.
- A proactive self-starter with excellent organisational skills.
- Good problem-solving skills.
- Good experience using Microsoft suite of programmes - Word, Outlook, Excel.
- Adaptive to changing requirements and the excitement of working in a fast moving start up.

### **Desirable:**

- Degree / qualifications in a land management or natural science-based discipline.
- Contractor management experience, especially in relation to the nuances of running a site and extensive site works (fencing, pond creation, car park, building works, etc.).
- Experience managing multi-year funded projects and overseeing £100,000+ plus budgets. Including being the person responsible for ensuring that all funding conditions are met and the associated reporting
- Health and Safety qualifications (full training will be given).
- Full UK driving licence.

## How to apply

If you wish to apply for this role, please submit a **CV and short Covering Letter** explaining your motivation for applying and briefly addressing the essential criteria for the role (up to 500 words) via the Change Agents UK [Careers Page](#).

We also ask you to complete an optional [Equality, Diversity & Inclusion Monitoring form](#); this does not form any part of the selection process but is used to help us monitor the effectiveness of our policy.

**Application Deadline:                    Wednesday 11th December 2024**

**Early applications are advised. We reserve the right to close this vacancy early if a suitable candidate is identified.**

**Telephone Interview:                    Ongoing.**

**Interview Date:                            Ongoing.**

**Anticipated Start Date:                ASAP**

You are welcome to get in touch with us with any questions before applying – please email us at [applications@changeagents.org.uk](mailto:applications@changeagents.org.uk) or call us on 01572 723419.

Job offers will be subject to suitable right-to-work and reference checks and the successful applicant may be required to undergo a DBS check.

Change Agents UK is committed to reducing inequality, valuing diversity and enabling inclusion. We welcome applications from people from all parts of the community, particularly where there is under-representation. If you need additional support to enable you to complete the application process, please contact us.

Information on placement terms can be found at [www.changeagents.org.uk/information-employment-terms](http://www.changeagents.org.uk/information-employment-terms)

## About the Company:

### Nattergal Limited

Nattergal is a nature restoration company with a mission to “deliver nature recovery at scale to provide vital benefits for society and sustainable financial returns”. Nattergal aims to restore degraded ecosystems at scale, initially through the purchase of ecologically degraded and lower productive land with limited employment.

The company aims to return ecosystems to nature in perpetuity, thereby increasing biodiversity, sequestering carbon, and providing a local nature-based economy. The initial focus is on lowland reversion projects in England, replicating the successes delivered at our partner organisation [Knepp](https://www.knepp.co.uk/), now one of the most important biodiversity hotspots in the UK. For more info please see: <https://www.nattergal.co.uk/>

### **Change Agents UK:**

Change Agents UK Trading Ltd works as a non-profit sustainability employment business and agency and is wholly owned by Change Agents UK Charity. Change Agents UK have worked in Sustainability education and employment for 25 years, supporting our partners to create superb opportunities in sustainability, delivering real impact and change and providing training and skills support for our Change Agents on placement.

### **Benefits:**

**Annual Leave:**                **25 Days + 8 Bank Holidays**

**Pension Information:**   **Pension Scheme**

In addition to the role and it's benefits you will be enrolled on to the Change Agents UK Sustainability Leadership Skills Programme. You can benefit from networking with peers, a series of workshops, 1:1 coaching to focus on your professional development.

## Appendix 1: Change Agents UK Trading Ltd Opportunity Details

Change Agents UK Trading Ltd is acting as an employment agency as defined under the Employment Agencies Act 1973. Should you have any queries or require any further information on this role or the services we provide please contact [applications@changeagents.org.uk](mailto:applications@changeagents.org.uk) or call 01572 723419.

Placement Details	
CAUK Reference Number	<b>2502</b>
Placement job title:	Boothby Wildland Manager
Start date of the placement:	ASAP
End date of the placement:	Permanent
Actual hours of work per week: 'Full time equivalent' hours per week:	37.5 hours per week FTE 37.5 hours
Days and hours of work: Please detail normal hours and any variables or expected rotas / shift patterns.	Monday – Friday. 9am-5pm  Occasional weekend work for community events, with time off in lieu.
Where applicable please provide details of any terms and conditions which would apply to the agency worker in relation to night work:	NA
Probation period including any conditions:	3 months
Notice period:	1 month
Type of work:	Site Management
Location of work if different to Client's address:	Hybrid – predominantly on-site at Boothby Wildland, Boothby Pagnell, Grantham, NG33 4DE, with the remainder working from home.
Rest breaks and rest periods given to employees:	1-hour unpaid lunch break taken at employee discretion
Client's collective facilities available to the employee: E.g. canteen, childcare facilities and transport services, toilets and shower facilities, prayer rooms	Toilets and kitchen facilities on site at Boothby

Any known health and safety risks and the steps the client has taken to reduce the risks:	Boothby is an operating farm so all attendant risks. H&S training will be provided.
Any experience training, qualifications or authorisation necessary or required by law or a professional body to do the role (if none, please state so):	N/A
Does the position involve working with vulnerable people*:	No
<b>Pay and Benefits</b>	
Salary (payable to a direct recruit or comparable employee): Please provide pay scales if available.	Negotiable, dependent on experience
Sick leave and pay:	Statutory Sick Pay Scheme
Mileage rate:	45p / mile
Any other expenses payable:	All reasonable expenses – travel, etc (on production or receipts.)
Bonuses or commission payable (if applicable include any qualifying criteria):	N/A
Overtime rates payable (if applicable include any qualifying criteria):	N/A
Any other remuneration:	N/A
Any other benefits:	Pension Scheme
<b>Annual Leave</b>	
Annual Leave entitlement and pay:	25 days (Full time) +8 Bank Holidays
Closure Days (if applicable, please specify dates):	N/A