

# Marine Recovery Project Development Manager (Britain's South Coast) Recruitment pack



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# Introduction

**Thank you for your interest in the role of Marine Recovery Project Development Manager (Britain's South Coast)** — a key position within a bold new initiative to catalyse marine recovery from Cornwall to Sussex (with applications welcome from candidates across the project location).

The 15-month development phase of the project is being led by a partnership of Wildlife Trusts committed to restoring the extraordinary marine habitats and species found across Britain's south coast. Working across counties and seascapes, we are building a collective vision for marine recovery at scale.

True marine recovery cannot be achieved in isolation. That's why this project puts communities (especially those whose lives and livelihoods are deeply tied to the ocean) at the heart of the process. From local knowledge and stewardship to collaborative action, the voices of coastal communities will be central to how we shape the future of our seas.

As Marine Recovery Project Development Manager, you will lead the development phase of this hugely ambitious and exciting project: bringing together regional partners and stakeholders to identify opportunities and need for marine recovery in the region; managing Coastal Community Engagement Officers; identifying and assessing relevant supporting data and evidence; and forming a robust, costed plan for the project's delivery phase that is not only visionary, but viable and actionable.

This is an exciting and rewarding opportunity to work with dedicated Wildlife Trust teams and other stakeholders across Britain's south coast to shape a transformational marine programme, driving change across one of Europe's most ecologically and culturally important coastlines.

We're delighted you're interested in this journey and look forward to your application.



**Ruth Williams**  
**Head of Marine Conservation, The Wildlife Trusts**



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# About us

**The Wildlife Trusts is a federation of 46 local Wildlife Trusts and the Royal Society of Wildlife Trusts, the central organisation that represents the movement nationally.**

**Cornwall Wildlife Trust is one of the five local Wildlife Trusts participating in this project (the others being Devon, Dorset, Hampshire and the Isle of Wight, and Sussex), all with established marine programmes and a track record of delivering for our oceans.**

While the new positions within the development phase of this project will work closely with all participating Wildlife Trusts (with strategic leadership provided by the Royal Society of Wildlife Trusts), they will be managed by and sit within Cornwall Wildlife Trust, with the flexibility to work remotely.

The Wildlife Trusts' structure makes us uniquely placed to achieve impact at the community and national level. Local Wildlife Trusts are deeply rooted in our local areas, with sandy feet, wetsuits at the ready, and a formidable community of ocean volunteers standing with us. Nationally, the Royal Society of Wildlife Trusts is a powerful voice for nature, influencing strategy and shaping marine policy.

We coordinate and train thousands of marine citizen scientists. We run active restoration projects, restoring vital habitats like native oyster reefs and seagrass. We campaign and advocate for the better protection of our seas. We collaborate with fishers to co-create opportunities for nature and livelihoods. And we work with, in and for coastal communities, empowering people to connect with and take action for the UK's remarkable marine environment.

**But with marine life under threat and the future of our planet dependent on the health of our oceans, there's more to do. To turn the tide on the challenges faced, we need to think big.**

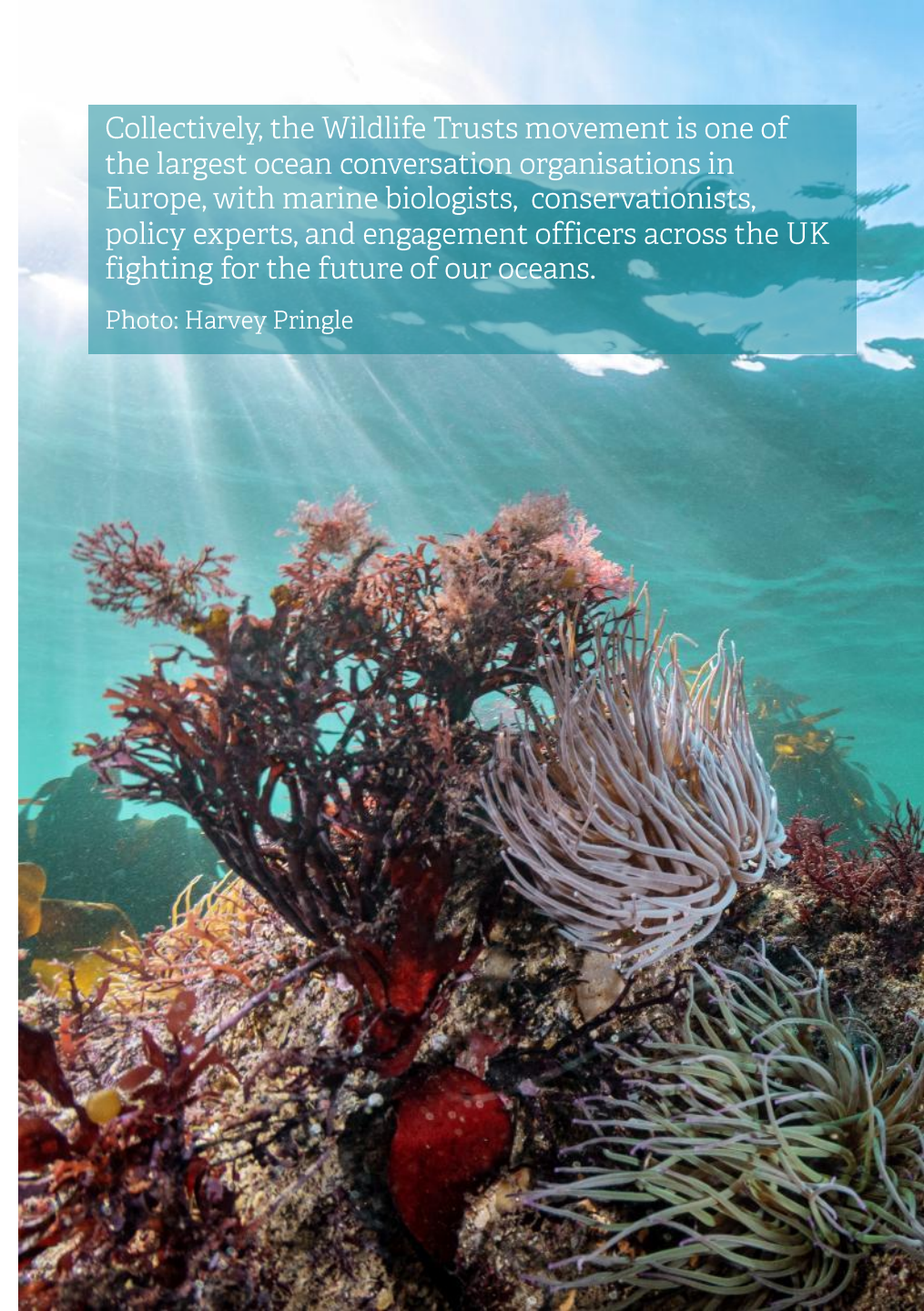


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Collectively, the Wildlife Trusts movement is one of the largest ocean conversation organisations in Europe, with marine biologists, conservationists, policy experts, and engagement officers across the UK fighting for the future of our oceans.

Photo: Harvey Pringle





# A bold plan for Britain's south coast

**Our ambition is to catalyse recovery across south Britain's seas**, including key habitats, such as seagrass, maerl, saltmarshes, seabed sediments and kelp. Despite their importance, many of these habitats have declined dramatically, with current recovery efforts often small-scale and fragmented.

We want to see impacts on our seas reduced, with people understanding, valuing and actively contributing to their recovery. We want to link arms with stakeholders from the fishing sector, tourism industry, local authorities, and communities to create an achievable vision for a thriving, valued seascape. Achieving this vision starts with a 15-month development phase to deliver the following objectives:

- Build a coalition of supportive and active stakeholders who have a role to play in protecting our south coast, including through future voluntary protection initiatives and catchment-scale projects.
- Identify priority areas across Britain's south coast with the highest potential for nature recovery.
- Identify barriers and opportunities for better statutory protection.

Ultimately, the development phase will conduct the extensive work required to create robust, costed plans for the delivery phase to achieve nature recovery across Britain's south coast, with input from communities and key stakeholders from the outset.

The development phase starts autumn 2025 (subject to notice periods of successful candidates) and will be followed by a five year+, multi-£million initiative (subject to successful fundraising).

The initial project team consists of three new positions (the Marine Recovery Project Development Manager and two Coastal Community Engagement Officers), with strategic leadership from the Head of Marine Conservation at the Royal Society of Wildlife Trusts (Ruth Williams), and input from marine staff across participating Wildlife Trusts.

The development phase will be guided by a steering committee, consisting of participating Wildlife Trust staff, marine recovery experts from other organisations, and representatives from key stakeholder groups.

Photo: Cathy Lewis





A short-snouted seahorse is shown swimming in a dense bed of green seagrass. The seahorse is light green with darker green spots and a long, thin tail. The background is a soft-focus view of the seagrass blades.

# Role summary

**We're looking for someone to manage the development phase of this ambitious initiative, leading the creation of the project's delivery phase for seascape-scale marine restoration.** You'll need a strategic mindset, project development skills, relationship and stakeholder management expertise, the ability to collate and analyse data, and importantly, a passion for our oceans.

**Salary:** £37,500 - £40,000

**Hours:** Full time (37.5 hours). Likely to require some evening and weekend work for which Time Off In Lieu (TOIL) can be claimed

**Contract type:** Fixed Term (15-month contract with further opportunities possible within the project's delivery phase)

**Location:** The primary base of the successful candidate can be flexible (working from home and / or the office of a participating Wildlife Trust). There is a requirement for travel, spending time at the HQs and in the communities of participating Wildlife Trusts

**Reports into:** Operational management from Cornwall Wildlife Trust's Director of Fundraising and Communications, with strategic marine leadership from the Royal Society of Wildlife Trusts' Head of Marine Conservation

**Line reports:** Two Coastal Community Engagement Officers

**Key relationships:** Staff from participating Wildlife Trusts, funding partners, regional partners, and other project stakeholders

Seagrass is important for many marine species, including the rare, short-snouted seahorse. Unfortunately, pressures including seabed disturbance and water pollution have resulted in the UK losing much of this habitat.

Photo: Matt Slater

# Responsibilities

- **Lead delivery of the development phase:** Coordinate and manage the delivery of the project's development phase, ensuring timelines, milestones and outputs are met in collaboration with participating Wildlife Trusts.
- **Lead the creation of the delivery phase / marine recovery planning:** With strategic leadership from the Royal Society of Wildlife Trust's Head of Marine Conservation, and input from the project steering group, lead the development of a robust, evidence-informed delivery phase proposal, identifying priority areas and approaches for restoration and / or protection.
- **Partnership building and stakeholder engagement:** Build strong relationships with project partners, local authorities, marine stakeholders, and ENGOs across the south coast to foster collaboration and co-design.
- **Identify and review existing data relating to marine recovery:** Collate and assess data about the health and value of marine habitats across the south coast to support priority areas and identify gaps in evidence required to support recovery.
- **Innovative financing and sustainability:** Identify and assess opportunities for long-term financing of marine nature recovery, including emerging approaches such as blended finance, private investment, and marine natural capital approaches.
- **Financial management:** Manage the project's budget, tracking spend and allocating expenditure as required.
- **Communications and advocacy:** Represent the project in external forums, contribute to communication outputs, and support public engagement to raise the profile and case for marine nature recovery along the south coast.
- **Cross-organisational collaboration:** Work across multiple Wildlife Trusts to ensure alignment, knowledge-sharing, and integration with local nature recovery goals and marine policy. This includes management of the project's steering group.
- **Monitoring, reporting and learning:** Support the development of learning frameworks, contribute to reporting and evaluation processes, and ensure that insights and outcomes from the development phase inform future work.
- **Fundraising:** Play an active role engaging funders and securing support for the project's delivery phase, meeting potential funding partners and writing grant applications as required.
- **Line management:** Line manage the project's two Coastal Community Engagement Officers, ensuring role satisfaction and performance. Support them as required to develop inclusive engagement processes that ensure local communities (including fishers) are meaningfully involved in shaping marine recovery priorities and plans.
- **Project reporting, administration and governance:** Support or lead tasks such as reporting to funders, coordinating steering groups or advisory panels, and preparing documentation for decision-making.



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# Person specification

## Experience

- Experience of project development, including shaping concepts, developing impact pathways, and creating robust delivery plans (E)
- Experience managing complex, multi-partner projects (E), preferably environmental or marine (D)
- Success in partnership building and stakeholder engagement (E), preferably having worked with ENGOs, government bodies, local communities, and marine industries (D)
- Experience of project management, including planning, monitoring, and budget oversight (E)
- Familiarity with data collection, analysis and interpretation (E) relevant to marine habitat health and recovery planning (D)

## Skills

- Strong leadership and coordination skills with the ability to manage timelines, deliverables, and cross-organisation collaboration (E)

- Skilled in using data and evidence to inform strategy and decision-making (E)
- Excellent communication and advocacy skills, with ability to represent the project across a wide range of stakeholders (E)
- Ability to manage and support staff, including line management experience (E)
- Highly organised, with strong administrative and governance abilities (E)

## Knowledge

- Strong understanding of marine ecology, conservation, and policy, particularly in the UK context (D)
- Knowledge of innovative conservation finance mechanisms, such as natural capital approaches or blended finance (D)
- Knowledge of marine recovery planning processes, such as Marine Spatial Planning or Nature Recovery Networks (D)
- Understanding of models for project development, such as log-frames or similar (E)

- Understanding of fisheries issues and experience engaging fishing communities (D)
- Familiarity with funder reporting requirements and governance frameworks (D)

## Personal qualities

- Collaborative, inclusive and adaptable approach to working with diverse organisations and communities (E)
- Passion for marine conservation and belief in community-led, evidence-informed recovery (E)
- Resilient, with capacity to work constructively through uncertainty and maintain strong relationships in demanding situations (E)
- Commitment to equity, diversity and inclusion, especially in community engagement and decision-making processes (E)
- Degree or postgraduate qualification in marine biology, conservation, environmental management or a related field (D)

## Please note

- (E) indicates essential. (D) indicates desirable
- Some locations in the project will likely be underserved by public transport. It is therefore desirable that candidates have a driving licence



# Finally ...

## Other details

- While Cornwall Wildlife Trust is hosting the development phase, we welcome applications from candidates across the south coast and beyond. The role holder will have opportunity to work from offices across participating Wildlife Trusts.
- Applications welcomed from candidates from under-represented groups within the environmental sector.
- Enhanced company holiday entitlement – 25 days plus bank holidays, with additional time off between Christmas and New Year.
- Cornwall Wildlife Trust offers excellent flexible working and TOIL arrangements.
- Employees have access to the Employee Assistance Programme (24/7 counselling service) and Employee health and wellbeing portal upon successful completion of probationary period (three months).
- Stakeholder pension of 5% employer contribution.

## To apply

Please send a CV and supporting statement **outlining your suitability against the person specification** to [recruitment@cornwallwildlifetrust.org.uk](mailto:recruitment@cornwallwildlifetrust.org.uk) by midnight on Wednesday 8<sup>th</sup> October.

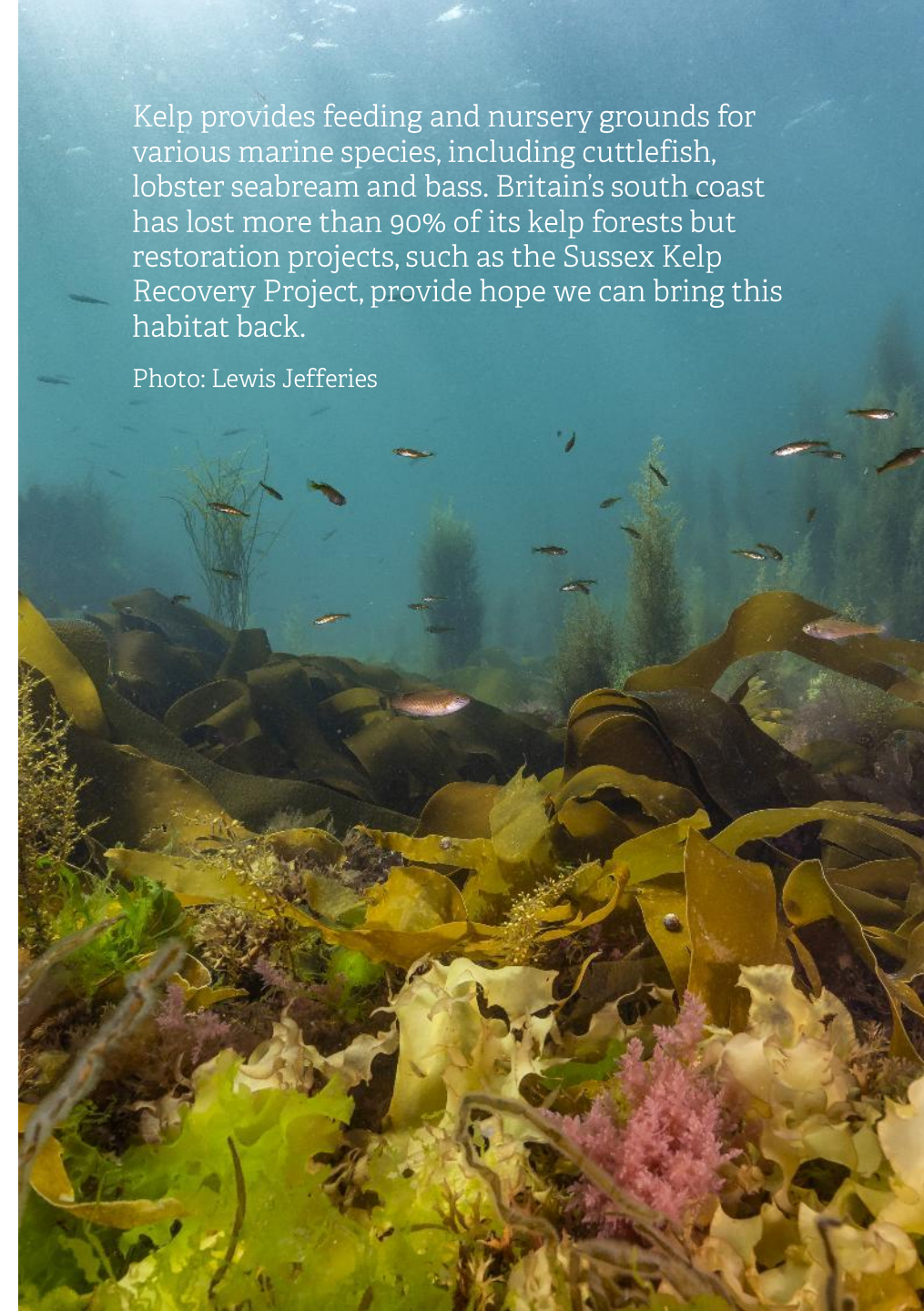
First round interviews are planned for Monday 20<sup>th</sup> October.



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Kelp provides feeding and nursery grounds for various marine species, including cuttlefish, lobster seabream and bass. Britain's south coast has lost more than 90% of its kelp forests but restoration projects, such as the Sussex Kelp Recovery Project, provide hope we can bring this habitat back.

Photo: Lewis Jefferies





# Thank you

for your interest in joining our work to  
bring back nature to Britain's south coast



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