

Role Summary

Job title:	Head of Development
Location of job:	Hybrid working - Home based with travel requirements throughout the catchment
Post holder reports to:	Chief Executive Officer
Salary:	£36,500 – £46,000 per annum (9% employer pension contribution)
Position type:	Permanent
Working arrangements:	<p>Full-time time (37.5 hours per week) preferable but part time hours will be considered, with a flexible working approach</p> <p>28 days Annual Leave plus bank holidays. This will increase to 30 days, plus bank holidays, after successful completion of two years' service</p> <p>A generous home working allowance will also be provided</p>

Overall purpose of the job:

Severn Rivers Trust is seeking a new Head of Development to lead our expanding Development Team and accelerate the growth of key opportunity areas, helping unlock new sources of income that enable us to scale up our delivery. Your work will be integral to expanding the impact of our organisation and helping underpin our finances with diverse and resilient sources of revenue.

There will be an emphasis on developing and refining the suite of services we can offer around the emerging natural capital markets, most notably; Carbon Offsetting, Biodiversity Offsetting and Natural Flood Management investment. You will work to define and implement the necessary frameworks and processes that enable us to scale up our delivery in these areas, identify and engage new markets for our services, and develop our consultancy arm, Severn Rivers Ecology (SRE), as a vehicle for delivery.

In addition to the above, there will be ample opportunity for you to be creative and explore new innovative ways of working. You will test the viability of new services, establish a support bubble of partners and sub-contractors, and develop new, novel marketing approaches to help generate interest in our work.





Finally, you will work closely with the wider Management Team to develop the Trust's Corporate Partnership offers and seek to expand the network of businesses that engage with and support our work on a voluntary basis.

About Severn Rivers Trust

The River Severn is longest river in the United Kingdom, stretching 220 miles from its source in the Cambrian Mountains in Powys Wales, through the counties of Shropshire, Worcestershire and into Gloucestershire to the iconic estuary. The culture and economies of the historic settlements across the catchment have been intertwined with the river through commercial navigation, fishing, water supply and trade. Today, the Severn's rivers continue to play an essential role in supporting wildlife, wellbeing and economies of the region.

We are living through a time of great change. We are in the middle of a biodiversity crisis, and a climate emergency. We are witnessing disastrous loss of habitat, collapse of ecosystems, erosion of precious soils, increased flooding and devastating drought. At Severn Rivers Trust we are fighting for a future where our children and grandchildren can enjoy healthy vibrant rivers teeming with diverse and wonderful life – from Atlantic salmon to white clawed crayfish, and from freshwater pearl mussels to European eel. The Severn Rivers Trust's vision for the Severn is: ***A healthy, resilient river Severn for everyone.***

The Severn Rivers Trust is the only organisation that works across the entire River Severn Basin area in both England and Wales, some 11,500 square miles! We are a proactive and adaptable team of dedicated staff. Our motto is "*We get our feet wet*" – meaning we make things happen on the ground and constantly strive to make a real and positive difference for the river and its communities.

Our work and how we organise ourselves

Our team comprises around 25 dedicated staff, organised across the following four teams;

- Operations Team
- Development Team
- Community Engagement Team
- Finance & Administration Team

Collectively, we are now delivering in excess of 60 conservation and engagement-based projects throughout our operational area. Our most notable projects cover the following work areas: river restoration, regenerative agriculture and outreach educational & engagement programmes. Inevitably, we do not work alone. Our work requires close collaboration with a host of statutory agencies, NGO's and private sector companies to maximise our impact. To learn more about our work, please visit our website: www.severnriverstrust.com



Role Requirements

Business development

- Review, refine and develop our portfolio of environmental services, and establish Severn Rivers Ecology in the ecological consultancy marketplace.
- Negotiate and execute contracts of sale for ecosystem services (e.g., through the sale of biodiversity units sold to developers, or carbon credits sold to businesses seeking to offset their carbon emissions.)
- Develop the necessary processes and governance procedures to manage risk and ensure streamlined and effective delivery of our services.
- Establish a diverse network of clients and partners throughout the Severn catchment.
- Work with the wider Management Team to develop the Trust's Corporate Partnership offers and seek to expand the network of businesses that provide voluntary support for our work.
- Provide support to our GIS & Data Officer to develop and implement a centralised mapping platform for the team, that enables us to store information on our work delivered and the opportunities available to us.

Financial management

- Oversight and accountability for the Development Team budget, including forecasting, variance analysis and reprofiling, to ensure the teams finances remain robust and resilient
- Provide support to your team to enable them to interpret and manage their delegated budgets, giving them the autonomy and confidence to make financial decisions independently.
- Ensure the team's work follows necessary financial protocols, in line with SRT's procurement framework, to ensure high standards and value for money are consistently achieved

Team management

- Manage an expanding team of currently 3 staff members, with specialisms in natural capital and data analysis.
- Encourage innovation within the team, recognising good ideas and providing support to develop them and test their viability in the marketplace.
- Prepare team work programmes that set out the annual objectives for the team and enable us to track progress against our strategic Goals



- Undertake quarterly development reviews with the team, to determine individual staff priorities from one quarter to the next and provide a framework to support their professional development

Other Duties

- You shall lead by example in prioritising health and safety and wellbeing by taking responsibility for yourself, your team and all those participating in our operations
- You shall comply with Severn Rivers Trust's Health & Safety, and Safeguarding policies, and defined standards of behaviour at all times
- You may be required to carry out other duties and tasks, as required, to ensure the smooth running of our organisation



Person specification

Skills and Experience	Essential	Desirable
Experience developing and managing commercial enterprises.	✓	
Proven track record in successfully generating income for the delivery of environmental programmes.	✓	
A strong understanding of natural capital/ecosystem services, and an appreciation for opportunity that presents to the sector.	✓	
Experience managing a team, with an ability to motivate, inspire and enthuse them to achieve results.	✓	
Naturally creative, with a desire to innovate and explore new ways of working.	✓	
Experience overseeing or delivering environmental programmes, with tight timeframes, to a consistently high standard.	✓	
Capable of managing and prioritising a demanding workload independently.	✓	
Experienced in budget management, including forecasting, tracking and reporting.	✓	
An ability to establish and monitor effective systems for working to help staff manage and streamline workloads.	✓	
Highly effective, confident communicator, with an ability to produce and deliver high quality strategic-level presentations for partners, funders and policy makers.	✓	
A track record of successfully building a network of partnerships for collaborative working and fundraising.	✓	
Experience of leading a safe working culture and a preventative approach to mitigate risks.	✓	
A sound understanding of environmental conservation and land management.	✓	
Experience working collaboratively as part of a management team.		✓
Experience using finance software such as Xero.		✓
Relevant degree level qualification		✓



General Notes

This post will be based from the home address of the appointed employee, with an expectation of regular travel throughout the Severn region and occasional travel to the Trust's offices in Martley and/or Welshpool. Therefore, a full, current UK driving license and daily access to a vehicle covered by business insurance is essential for this role. To reduce travel time and carbon footprint we would prefer candidates to live within the project area. Mileage costs will be reimbursed.

This position may occasionally be required to work during evenings, weekends and public holidays. The Trust operates a time-off in lieu system.

Application process

For further information or to discuss this post please contact Joe Pimblett, CEO on joe.pimblett@severnrivertrust.com
07730 559 128

Deadline for applications: Midnight, Sunday 15th January

To apply for this role please send a copy of your CV to admin@severnrivertrust.com along with a two page Cover Letter. This should summarise how your skills and experiences will enable you to meet the role requirements of this position, as set out in the *Role Requirements* section of the job description. Please use the four sub-headings to organise your response.

Due to the high levels of applications usually received by the Trust for job vacancies we will only contact candidates who are invited to interview for the position.

Thank you for your interest in the role with the Severn Rivers Trust.