



JOB DESCRIPTION

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| Job Title: | Head of Programmes |
| Salary: | £43,702 – £50,046 |
| Responsible to: | CEO |
| Responsible for: | Project Officers |
| Operational Area: | Witham and Welland catchments |
| Location: | Flexible – based at home with travel |
| Contract Type: | Permanent |

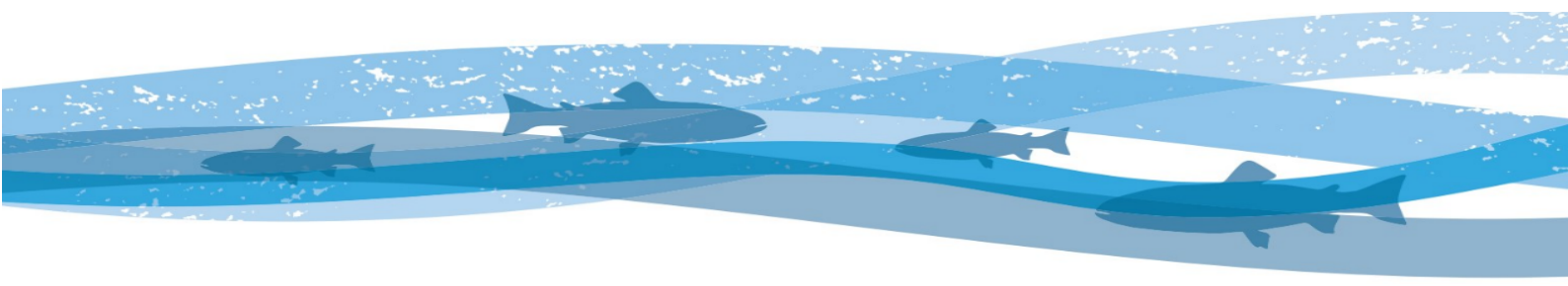
Overview

Join a pioneering team restoring rivers across the Witham and Welland catchments. From major rewilding initiatives to the preservation of internationally rare chalk streams, there is much to celebrate in these landscapes. The Welland and Witham are two of just four main rivers feeding into The Wash—the UK’s flagship SSSI—making this work nationally significant. This is a rare opportunity to lead river restoration at scale and be part of a growing national movement, delivering lasting ecological improvements across some of the UK’s most important and threatened freshwater habitats.

We are seeking an experienced and passionate Head of Programmes to provide strategic leadership across the Trust’s wide range of restoration projects and initiatives. Based in the Witham and Welland catchments, this senior role is central to the delivery of our vision to bring rivers back to life for nature and communities. Across these catchments are four priority habitats.

- Upper Witham
- Upper Welland
- Limestone Becks
- Chalk Streams

Each area is undergoing transformational restoration efforts, with exciting developments already underway. Your leadership will directly influence the success of these programmes, helping to secure funding, develop key partnerships, and deliver long-term environmental outcomes.





We offer a supportive environment with a strong commitment to ongoing professional development, a flexible working culture, and the chance to make a meaningful difference.

What Success Looks Like in This Role

- Restore and enhance river habitats across the Witham and Welland catchments, increasing natural water storage, improving water quality, and tackling invasive species, all aligned with our Resilient Rivers objectives.
 - Secure the funding and strategic partnerships necessary to support long-term restoration and ensure the health, resilience, and cleanliness of our priority catchments.
 - Deliver impactful projects that build data and evidence, and enable engaging, educational activities and advisory services, advancing the goals of the Rivers for Life programme.
 - Strengthen community engagement by improving access to nature, fostering a culture of stewardship among local landowners, businesses, and residents.
 - Position EMRT as a national and global leader in lowland river and chalk stream restoration through innovative, outcomes-driven leadership and collaboration.
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Key Responsibilities

- Provide strategic leadership and programme oversight across all restoration work within the catchments.
- Lead the delivery of high-quality, outcomes-focused projects that meet ecological and community targets.
- Secure and manage significant funding streams to support long-term restoration goals.
- Build and sustain strategic partnerships with public, private, and third-sector organisations to unlock collaborative delivery.
- Support, mentor and manage project officers, ensuring a high-performing and well-supported team.
- Represent the Trust externally and contribute to policy, strategy, and innovation in river and catchment management.
- Contribute to organisational development by identifying risks, exploring new opportunities, and supporting the CEO in delivering the Trust's strategic goals.

This is an exciting opportunity for a dynamic individual who combines technical expertise with excellent leadership, communication, and partnership-building skills.



PERSON SPECIFICATION

The successful candidate will be able to demonstrate that they are exceptionally self-motivated, capable of structuring and organising their own workload to meet deadlines and are passionate about restoring rivers and working in catchment management. They must also be a strong communicator, and preferentially with a background in the environment sector, with a good track record in programme development and project delivery.

Essential Skills & Knowledge

1. Strong commitment to conservation and environmental issues.
2. Degree level or equivalent related experience in relevant discipline.
3. At least 5 years' relevant experience working within river conservation, including partnership working, fundraising, community engagement and project delivery.
4. Demonstrable significant experience in programmes and project management and delivery of capital projects, ensuring that the projects are delivered on time to budget in line with partner, donor and funder expectations.
5. Full Knowledge/experience of Health & Safety and Construction Design Management in relation to project delivery.
6. Technical knowledge and experience of a range of catchment processes and how they interact.
7. Understanding of the Catchment Based Approach to water management and experience of its practical application.
8. Experience of working in partnership with others including statutory bodies.
9. Good problem-solving skills and a pragmatic approach to conservation.
10. Diplomacy, good at dealing with a variety of people, as a manager, team worker and in dealing with external partners, landowners, volunteers and the public.
11. Excellent presentation skills and communication skills for a wide range of audiences and being able to clearly convey values and listen to partners' needs.
12. Possessing good interpersonal skills, including clear and persuasive communication: written and verbal.
13. Excellent organisational /admin skills with attention to detail.
14. Good IT skills and competent with Microsoft Office suite.
15. Ability to multitask and prioritise workload.
16. Valid driving licence and own car, insured for business use.

This post is subject to an enhanced Check by the Disclosure and Barring Service.





Desirable Skills & Knowledge:

- Member of professional body or working towards chartership
- Experience of working in the environmental charitable sector
- Experience of being part of a management team
- Leadership/line management experience – PDR and goal setting
- Knowledge of the Witham and Welland catchments

Terms & Conditions

Hours: Full-time preferred but flexible working arrangements to accommodate work-life balance are available. Full-time is 35 hours per week. There will occasionally be evening and weekend working for which time off in lieu is given.

Location: This role includes home working combined with team working and hot desking at offices of our partners along with site-based activity.

Benefits: 25 days annual holiday entitlement pro rata with 8 days for Bank Holidays, plus the office is closed between 24th December and 1st January inclusive. Employer pension contribution is 9% gross pay.

About East Mercia Rivers Trust

EMRT, formerly Lincolnshire Rivers Trust, following a merger with Welland Rivers Trust—is a registered charity established in 2013. Through our *Resilient Rivers* and *Rivers for Life* programmes, we work across a variety of river habitats, including internationally rare chalk streams, offering opportunities to engage in restoration, monitoring, community engagement, and more. We are a small but dynamic mission-driven organisation, dedicated to river restoration and community engagement, and we offer a wide range of experiences to our team. EMRT operates an EDI policy and therefore welcomes applications from all sections of the community <https://eastmerciam.org>

Please send your CV and a covering letter (no more than two pages) outlining why you believe you are suited to the role to sue@eastmerciam.org

For an informal discussion please contact rachel@eastmerciam.org

Applications will be reviewed from the week commencing 2nd June, and thereafter on a rolling basis.

This position will remain open until filled, so we encourage you to apply as soon as possible.

