



Trent Rivers Trust

Job Title:	Nature-based Solutions Manager
Job Location:	Trent Catchment.
Salary and terms:	Salary £36,146 FTE
Reporting to:	Head of River Restoration and Nature-based Solutions
Base:	Office-based, Darley Abbey, but with flexibility for homeworking.

Background

Trent Rivers Trust is an award-winning charity, that is now delivering our 2025-2030 business strategy.



We believe the Trent has enormous potential for recovery, and 25 years of experience puts us in a position to play a leading role in the river becoming a vibrant lifeline for communities and wildlife.

As a charity and member of the Rivers Trust movement, we do this by making a hands-on difference. We take a practical, level-headed approach and work closely with local communities, landowners, businesses, and government bodies to implement innovative projects dedicated to improving river health.

Be part of a growing team

Over the last eight years, Trent Rivers Trust (TRT) has expanded rapidly. We went from eight members of staff to 25 and have hugely increased the scale of our projects.

TRT delivers a variety of projects of different lengths and complexity and has 4 work areas. These are:

- Catchment Recovery
- Land Use and Water
- River Restoration
- Connecting People and Rivers



Job Purpose

The Nature-Based Solutions Manager will lead initiatives focused on integrating natural processes into environmental enhancement projects, based around water, rivers and floodplains. This role involves strategic planning, project management, line management of staff, and collaboration with diverse stakeholders to develop and implement projects that deliver benefits for the water environment, through land management, natural flood management and river restoration.

The successful post holder will join a growing and ambitious team that delivers a wide array of multi-benefit projects aimed at protecting and improving the health of the rivers and the species that rely on them, throughout the Trent catchment.

The Role

The Nature-based Solutions Manager will be expected to engage with a range of partners and stakeholders to ensure the effective delivery of projects that meet TRT's aims, and our partner's needs. They will work closely with our Head of River Restoration and Nature-based Solutions, and Head of Landscape and Partnerships, taking on the management and delivery of a variety of projects. Ideally, they will have a track record and a thorough understanding of one or more of the following disciplines;

- River restoration and geomorphology
- Flood modelling and flood risk management
- Water quality and monitoring
- Land management and agriculture

They will line manage a number of senior officers, specialists and project officers also working across our range of projects.

This role will help ensure projects are delivered in accordance with agreed timescales, within budget, meeting TRT and funder's objectives, resulting in a wide range of benefits for the river environment and the wider catchment.

The role is primarily one of project management, but there is the opportunity to use any relevant technical expertise and knowledge to help scope and develop new projects, as well as contribute to a raised awareness of issues affecting the health of rivers and their catchments amongst stakeholders and members of the public. The post holder will support the Heads of Department and Chief Executive Officer in ensuring funding compliance and reporting to all relevant funders and partners. Additionally, they will scope new projects and collaborate with the Heads of Department to write funding applications, securing a pipeline of future projects.



Principal Duties and Responsibilities

Project Delivery

- Design and oversee the implementation of nature-based solutions, river restoration and NFM projects, ensuring they align with organisational goals and restore river ecosystems.
- Work with partners, landowners and funders across a variety of projects.
- Oversee the work of contractors and consultants.
- Manage the practical delivery of projects, tracking progress against milestones, ensuring each project has the expected impact.
- Use technical expertise across TRT projects supporting scoping studies, design work and capital delivery.

Management

- Supervise, manage and mentor team members, fostering a positive work environment and encouraging collaboration and professional development.
- Contribute to the delivery of TRT's business plan and other organisation strategy and policy development
- Manage project budgets, ensuring TRT's policies are followed, financial risks identified and project spend kept on track
- Support resource planning exercises and broader forecasting of resource needs as projects develop.
- Provide training support to new and existing members of staff
- Deputise for the Head of Landscape and Partnerships and Head of River Restoration and NBS when required and playing a full role in Trust wide internal improvement activities.

Partnership working, coordination and communications

- Build and maintain relationships with local communities, governmental agencies, NGOs and private sector partners to foster collaboration and secure support for NFM and river restoration initiatives.
- Represent TRT, demonstrating our technical expertise and track record to promote our work and ambitions to stakeholders, funders the media and policy makers.
- Preparation of reports, presentations and opinion to managers, trustees and the CEO as required
- Contribute to the up-to-date communication of TRTs achievements using social media, webinars, reports, blogs and website articles as required



Project Reporting, monitoring and fundraising

- Help develop and implement monitoring frameworks to assess the effectiveness of NFM and river restoration projects, including flood mitigation impacts, water quality improvements, and biodiversity outcomes, and report findings internally and to stakeholders.
- Support the development of project proposals and bids as required.
- Ensure all funders are provided with the appropriate reports and evidence in line with contracts and grant conditions.

Contribute to the work of Trent Rivers Trust

- Contribute to and support the work and growth of TRT, delivering the Trust's vision, mission and core values
- Contribute to the Trust's systems and processes, ensuring good record keeping, project and budget management, reporting to funders, partners and internally as required.
- Take full responsibility for overseeing the H and S requirements of projects they manage and contribute to the improvement of H and S at TRT.
- Other duties as may be appropriate to the position and the operation of the Trust

Experience and Expertise

The following skills and experience have been identified as essential or desirable for this role:

Requirements	Essential	Desirable
Training and Experience		
Educated to at least degree level in a relevant field and work experience in project management in one or more of the four specific work disciplines listed in the Job Role section.	X	
Professional qualifications and/or memberships, e.g., CIWEM, CIEEM		X
At least three years of relevant experience in project management, ideally involving the management of river restoration, flood modelling or flood risk management, water quality and monitoring or land management.	X	
Environmental surveying experience (habitat surveys, water quality, land management etc)		X
Experience of working in partnership with a range of organisations, and stakeholders including landowners and the EA	X	



Evidence of line management skills and management of project teams	X	
Experience developing and managing project budgets	X	
Knowledge and Skills		
An excellent understanding of wetland and river habitats, river restoration measures and survey techniques	X	
An understanding of the responsibilities of different authorities relating to environmental legislation, planning, enforcement and flood risk	X	
Working knowledge of GIS data systems such as ArcGIS	X	
Ability to understand financial information within project budgets and interpret that information to support project management decisions	X	
A good understanding of water environments and the principal impacts influencing water quality, water level management and river processes	X	
An excellent understanding of all aspects of project management, including resource allocation, budgets and forecasting, risk assessment and health and safety	X	
Ability to write proposals, scoping reports, feasibility studies and other documents	X	
A good working knowledge of MS Office 365, email and social media	X	
Miscellaneous		
Commitment to equality of opportunity	X	
Living in or close to the Trent Catchment	X	
Full driving licence and car insured for business use. Willing to travel across the Trent Catchment	X	
Knowledge of Health and Safety requirements	X	
Understanding of data protection and GDPR		X



Equality, Diversity & Inclusion

Trent Rivers Trust is committed to building an inclusive and diverse workplace where everyone feels valued, respected and supported.

We aim to be flexible in terms of people's workplace and working requirements. If you need any adjustments or support during the application process, at interview, or in the workplace, please feel comfortable discussing this with us at any stage

Terms and Conditions

- The starting salary for this post is £36,146 FTE. It is anticipated that this will be a full-time post, but part-time working may be considered for an exceptional candidate; the salary will be paid pro rata in this case.
- The post holder will be required to satisfactorily complete a six-month probation period before being confirmed in post.
- The post will require frequent travel around the Trent Catchment, and therefore a full UK driving licence, access to a car and willingness to drive is essential. Mileage expenses will be paid in accordance with the HMRC non-taxable levels. Car insurance providers need to be made aware of this business use.
- TRT will contribute 9% of gross salary by the Trust, subject to a 6% Employee Contribution or the minimum rates in line with our auto-enrolment scheme, both subject to possible increases. TRT can contribute to a qualifying pension scheme of choice of the successful post holder. TRT recommends seeking independent legal advice about pensions.
- We expect you to carry out your job responsibilities in an environmentally aware manner, ensuring as little adverse environmental impact as possible.
- The post attracts an annual holiday entitlement of 25 days plus eight statutory bank holidays for an FTE post.
- The post holder is office-based at our office in Darley Abbey, Derbyshire. TRT operates a hybrid home-office work base. Employees are expected to provide a broadband connection which can be used for TRT business. Office consumables can be claimed on expenses when used directly for TRT purposes, subject to approval.
- The appointment will be permanent, subject to ongoing funding availability.



The Trent Rivers Trust Work Ethos

The Trent Rivers Trust comprises a growing team of environmental professionals dedicated to the improvement and enhancement of the Trent Catchment. Staff members often work unsupervised due to the nature of our work and size of the Trent catchment. Regular team meetings and other catch-ups are organised where we share ideas, learn from each other and support improvement within TRT.

TRT recognises the importance of a strong work-life balance and actively promotes this. A high degree of flexibility is provided to staff members in relation to hours and location of work in return for their commitment, honesty and integrity. TRT expects staff to follow our five core values of being galvanising, supportive, independent, aspirational and having integrity. Staff members are expected to work unsocial hours when necessary, including occasional weekends and evenings.