



The Trent Rivers Trust

Job Title:	Nature-based Solutions Manager
Job Location:	Trent catchment. Office-based, Darley Abbey, but with flexibility for homeworking.
Salary and terms:	Permanent role. Salary £34,071 FT
Reporting to:	Head of River Restoration and Nature-based Solutions

Background

Trent Rivers Trust is an environmental charity established to protect and enhance the natural heritage of the Trent River. Our organisation has become a leading advocate for sustainable catchment management, focusing on restoring river ecosystems, improving water quality, and promoting biodiversity. We work closely with local communities, landowners, businesses, and government bodies to implement innovative nature-based solutions, particularly in natural flood management (NFM). Our projects aim to address the impacts of climate change, reduce flood risk, and restore habitats for wildlife, creating a healthier and more resilient environment for current and future generations.

Trent Rivers Trust (TRT) has developed a strong portfolio of projects across a range of disciplines. As the demand for our expertise increases, we need to expand our project management capacity, through the recruitment of a Nature-based Solutions Manager.

About Trent Rivers Trust

Trent Rivers Trust is now 22 years old and has steadily grown to be the leading environmental charity focused on river restoration and catchment management across the Trent Catchment. We are led by evidence and our principles of finding nature-based solutions for the improvement of catchments, the management of water through them and the enhancement of biodiversity.

We have grown from a team of 7 five years ago to a team of 25 now with individuals specialising in river restoration, natural flood management, agricultural advice and community/partner engagement all supported by a management team, finance department, experienced board of trustees and communications resource.

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.

Purpose of the Role

The Nature-based Solutions Manager will lead initiatives focused on integrating natural processes into environmental management and restoration efforts, with a special emphasis on natural flood management (NFM) and river restoration. This role involves strategic planning, project management, line management of staff, and collaboration with diverse stakeholders to develop and implement effective NFM strategies that enhance biodiversity, improve water quality, and mitigate climate change impacts.

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, taking on the management and delivery of a variety of projects. 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 Development and Management:** Design and oversee the implementation of nature-based solutions and NFM projects, ensuring they align with organisational goals and effectively help restore river ecosystems. This will involve working with partners, contractors, landowners and funders.
- **Line Management:** Supervise, mentor, and support project team members, fostering a positive work environment and encouraging professional development.

- **Stakeholder Engagement:** 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.
- **Monitoring and Evaluation:** 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 to stakeholders.
- **Funding and Resource Management:** Identify funding opportunities, prepare grant applications, and manage project budgets to ensure financial sustainability, particularly for NFM and river restoration initiatives.
- **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. Manage TRT projects in line with internal policies and procedures, ensuring good record keeping and budget management. Oversee the Health and Safety requirements of projects and contribute to the improvement of Health and Safety at TRT.

Other duties as may be appropriate to the position and the efficient operation of the Trust

Candidate Profile, 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 or equivalent relevant work experience in project management ideally in the environment sector	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 and enhancement projects, natural processes and NFM.	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	
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
A good understanding of water environments and the principal impacts influencing water quality, water level management and river processes	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	
Excellent demonstrable project management skills including risk management and contractor liaison	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

Terms and Conditions

- The starting salary for this post is £34,071, 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 in regard to 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 a FTE post.
- The post holder is office based at our office in Darley Abbey, Derbyshire but will be expected to work from home. A small working from home allowance' is payable on a pro rata basis but 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

At Trent Rivers Trust, you will be part of a passionate team dedicated to making a positive impact on our environment. We offer opportunities for professional development, a collaborative work environment, and the chance to contribute to meaningful projects that restore rivers and benefit our communities and ecosystems.

Staff members often work unsupervised although regular team meetings are organised, and staff are encouraged to meet up regularly to share ideas and develop work themes and projects. 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 unstinting commitment and absolute honesty and integrity. Staff members are expected to work unsocial hours when necessary, including occasional weekends and evenings. TRT has a number of core values which feed into how we operate, galvanise action and collaborate.