The Wildlife Trust for
Lancashire
Manchester &
North Merseyside

Recruitment Pack



About us

We're one of 47 Wildlife Trusts spread across the UK, the Isle of Man and Alderney.

The Wildlife Trust for Lancashire, Manchester and North Merseyside (LWT) was founded in 1962 by people who knew they needed to take action for nature. Since then we have grown to be the largest nature conservation body in the area.

We are uniquely positioned to lead change in our region, working at a grass roots, local level, whilst also being part of a strong cohesive national movement. We work to protect wild spaces, and re-introduce key species and habitats, protecting the biodiversity of our area so that nature can recover.

At LWT we believe that:

- Wildlife has intrinsic value, bringing colour, beauty and wonder to all our lives.
- The natural environment is under immense and growing threat, where we live and across the world.
- We are part of the natural world, and wildlife is relevant to every part of our lives; everything we do has an impact on it, and the natural environment affects our health, our wealth and our state of mind.
- Everyone can make a positive contribution to wildlife and can benefit from it.



Our Mission

- Enable wildlife's recovery in our area by working in partnership with others to conserve, restore, create and connect habitats and to increase species abundance;

- Connect people with nature and help them to take action for wildlife, wherever they are.

Our Vision

- Nature is recovering on a grand scale across Lancashire, Manchester and North Merseyside, and in our sea, and that everyone is able to enjoy our increasingly abundant wildlife.

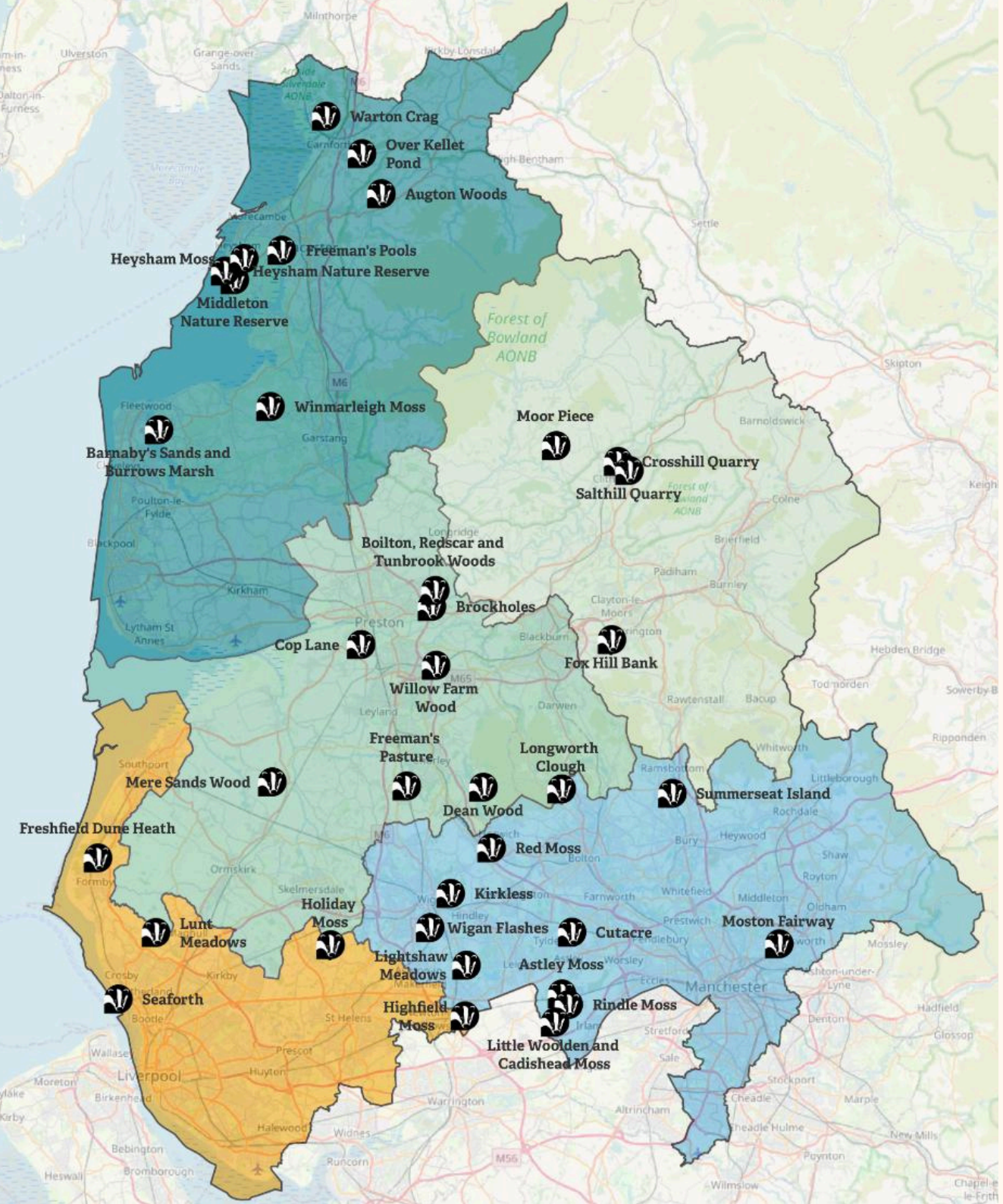
Our Work

Our core conservation work includes land management, advocacy for the natural world with key decision-makers, species re-introduction, protecting threatened species and collecting essential scientific data. We do this on land and at sea to secure a brighter future for both wildlife and wild places across our region.

We work all over our area with schools, colleges and community groups, running inspiring sessions covering everything from Forest School and orienteering, to Wild Family and Nature Tots sessions.

We believe that wildlife and nature have the power to instill confidence, heal the mind and help people meet their potential, which is why we champion a number of ecotherapy-based projects for both children and adults and the positive impacts to date have been phenomenal.

Find out more: www.lancswt.org.uk/our-work



Our Nature Reserves

We have saved many special places, acquiring and managing many of them as nature reserves.

We look after 50 sites (including 42 of our own nature reserves), and a total of around 1,300 hectares of habitat, creating a network where people and wildlife can thrive, on your doorstep.

We believe that limited mobility shouldn't mean missing out on wildlife. Many of our reserves have accessible paths and boardwalks, disabled facilities and accessible bird hides, so people can fully immerse themselves in the great outdoors and discover the wonderful wildlife that lives on our doorstep.

We also have 6 offices based across Greater Manchester, North Merseyside, West Lancashire, East Lancashire and North Lancashire. Our Head Office is based on the outskirts of Preston.

Strategic Goals by 2030

- Nature is in recovery with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive.

  30% of land and sea is in recovery.

- People are better connected to nature in their lives and more are taking purposeful action for wildlife.

  1 in 4 people are taking action for nature.

- We have the financial and human resources, systems and skills that we need to improve our impact for nature's recovery.

  LWT will be bigger, better and more joined up.

Our Strategy

Defend wildlife and wild places

We will stand up for the environment and protect wild spaces, enhancing them for both people and wildlife. We will encourage biodiversity, and work with land owners and other organisations in partnership, to create a network of habitats across our region where people and wildlife can thrive.

Inspire people to take action for their local wildlife

We will inspire people to enjoy and protect the wildlife and wild spaces on their doorstep. We will help people learn how to live more sustainably, and demonstrate the benefits of nature to their health and wellbeing. We will engage people of all ages, from all communities to take action for wildlife and we will foster the environmental leaders of the future.

Base our work on sound evidence

We will use evidence from sound science and research to further ecological understanding and demonstrate the needs, benefits and outcomes of nature conservation. We will use this evidence to focus our efforts on the areas most in need of protecting and champion those species that need a helping hand.

Our Impact

- Our education team and project officers engage more than **20,000** children in wildlife-related activities.
- On average every **10 miles** you travel in the region means you will pass a Wildlife Trust project.
- More than **30,000** members support the Wildlife Trust in the region and 800,000 across the UK.
- More than **5,000** people a year take part in walks and other events on our reserves.
- We have over **1,200** dedicated volunteers supporting us on a regular basis, with their time, skills and experience.
- Our reserves cover more than **1,300** hectares across the region.
- We own or manage **42** nature reserves in the region.



Our Culture

We foster a creative environment where new ideas can flourish. Our team members take pride in personal responsibility, striving for excellence in everything they do. Success in our organisation comes from a commitment to outstanding results, alongside a dedication to building strong, meaningful relationships - both within our team and with our external partners.

We promote a culture where our staff, trustees and volunteers are Wild About Inclusion, where difference is celebrated, everyone can be themselves, feel respected and able to contribute to their full potential.

What does an LWT team member look like?

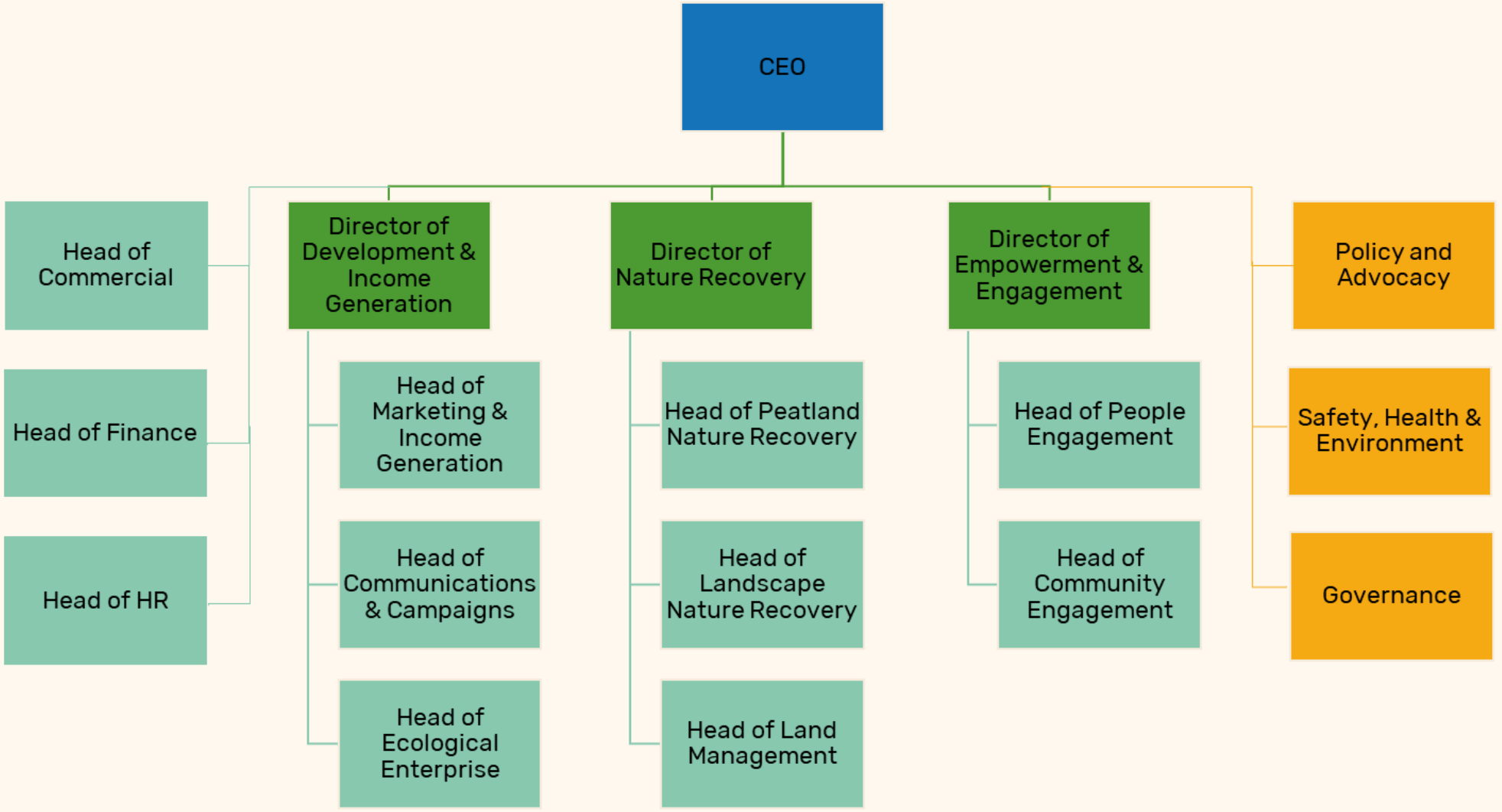
Integrity
Acting in the best interest of LWT and honouring our scientific foundations in every activity. Our approach is built on honesty, respect, and a commitment to the core objectives of the charity, as well as the wishes of our members and funders.

Teamwork
We foster a friendly, welcoming atmosphere where everyone is treated with respect and courtesy. We believe in the strength of our unity as one big team. Always ready to roll up our sleeves and help wherever it's most needed, regardless of the role.

Passion
Passion drives every LWT team member. Whether it's a love for wildlife, a desire to make a meaningful difference, or a commitment to inspire others, passion is at the heart of everything we do - and we have it in abundance!



Our Organisation



About the project

Our Partnership Project is a 20 year landscape scale project that will deliver long-term transformation to the wildlife and people of Wigan and Leigh. It is set to create, expand and improve habitats, connecting over 1300 hectares of wetlands, woodlands, grasslands and peatlands to achieve the recovery of threatened species. It aims to increase opportunities for local people to connect with nature and will create nature based solutions to counter the impacts of climate change. The scheme will be an exemplar of how to extend multi-benefit, natural capital approaches to demonstrate how the post-industrial landscape can be re-imagined. It will build on the prior restoration and rejuvenation of the Wigan borough from its industrial past and will help deliver Greater Manchester's Local Nature Recovery Strategy. With the Flashes of Wigan and Leigh National Nature Reserve at its heart, our project will strengthen the connectivity and functionality of core wildlife sites to realise the full potential of Wigan's natural heritage.

The project is now recruiting the team members needed to help deliver the agreed plans and targets for this high profile scheme. We are seeking a skilled, enthusiastic and energetic person who can secure the private financial support for the Wigan partnership, derived from the scheme's nature based solutions, as set out in the 20 year plans for the scheme. The Development Manager will lead on strategic delivery of the project's Blended Finance Plan, working with LWT delivery teams, Wigan Council, Forestry England, Defra, Natural England, regional authorities, corporates, infrastructure providers and developers on this crucial element of this transformative partnership project. This is an exciting opportunity to effect change for people and nature across Wigan and be part of a team delivering major innovative action, helping tackle the nature and climate emergencies.

Job Description

Post Title:
Development Manager

Responsible to:
Head of Ecological Enterprise

Responsible for:
Nature Based Solutions Officer

Location:
Any LWT Office

Hours of Work:
35 hours per week

Salary:
£ 31,692.40 per annum

Duration of post:
Permanent

Other:
All candidates must have the Right to Work in the UK.

PURPOSE OF POST

The Development Manager will lead the strategic delivery of the project's Blended Finance approach, deriving the necessary income for the Wigan Partnership, from the implementation of nature based solutions (NBS) outlined in the project's Business Plan. This role will focus on securing and managing private income across the key markets of: Biodiversity Net Gain (BNG), Voluntary BNG, Voluntary Carbon (via Wilder Carbon), Natural Flood Management (NFM), Green Social Prescribing and Corporate Social Responsibility (CSR).

The post holder will manage the Nature Based Solutions Officer, and liaise with other prject team members, oversee day-to-day activities, and ensure achievement of project targets and milestones. Working closely with the Project Manager, LWT's Head of Ecological Enterprise and partners, the Development Manager will embed best practice, maintain strong stakeholder and customer relationships, and develop and implement innovative funding approaches.

KEY ROLES AND RESPONSIBILITIES

- Lead delivery of the project Business Plan and Blended Finance approach and Nature-Based Solutions (NBS) workstream, ensuring progress against agreed milestones and targets.
- Develop and take to market NBS propositions to embed long-term blended finance income into the project.
- Build and maintain relationships with private funders, landowners, buyers of NBS products, and partners to secure finance.
- Represent the partnership and LWT at business events, conferences, and public forums to promote blended finance opportunities to help secure agreements and develop a network of contacts.
- Manage and support the NBS Project Officer, contractors, and consultants, ensuring effective delivery and compliance.
- Design and implement blended finance approaches and secure private finance agreements across Biodiversity Net Gain, Carbon, Natural Flood Management, Green Social Prescribing, and Corporate Social Responsibility (CSR) markets.
- Ensure compliance with governance processes, due diligence, and risk assessments for all NBS activities.
- Monitor, report and present on NBS progress, financial viability, and project milestones to internal governance boards; share learning and best practice with partners and the wider organisation.

- Collaborate internally with project teams and community engagement leads to integrate initiatives such as Green Social Prescribing and CSR offers.
- Promote nature recovery by embedding emerging research, documenting approaches, and assessing potential for wider application.
- Champion innovative approaches to developing NBS, identifying new market opportunities and funding models
- Maintain awareness of developments in green finance and nature markets and share learning with the wider team and organisation.
- Design and test creative finance propositions that respond to emerging trends in biodiversity net gain, carbon markets, corporate sustainability and community engagement.
- Explore and pilot novel approaches to blended finance, working with the wider LWT Development and Income Generation team (DIG) to adapt models from other sectors where beneficial.
- Develop imaginative ways to communicate the value of NBS to a range of stakeholders, designing targeted engagement strategies which integrate appropriate channels to promote storytelling and project impact and create compelling calls to action.
- Innovate within the project by trialling new tools, methodologies, and engagement techniques, sharing learning for wider adoption across LWT and partners.
- Integrate new learning into LWT's processes to progress nature recovery aims via NBS funding by documenting approaches and assessing potential for wider application.
- Make decisions on design and implementation of blended finance approaches in consultation with the Project Manager, Head of Ecological Enterprise, and wider project delivery teams.
- Be an active member of the LWT Development and Income Generation Directorate and work closely with the wider project delivery team, specifically the Project Manager, to maximise Nature Recovery impact.
- Lead on procurement processes for services and managing appointed contractors/consultants.
- Regularly assess NBS progress and make strategic adjustments to plan delivery as necessary in consultation with partners, the Project Manager and Natural England.
- Embed best practice and emerging research into delivery plans; share insights to enhance NBS work with LWT and partners.
- Lead the development of decision making frameworks and associated procedures for new markets and work with senior leaders to implement with the wider team, evaluate and update as required to ensure LWT manages risks and maximises opportunities.
- Motivate, support, and train staff and/or volunteers in relevant skills and tasks.
- Ensure all Nature Based Solutions propositions are financially viable and minimize delivery risk by working with LWT's Head of Ecological Services and Director of DIG.
- Coordinate delivery and administration of private finance agreements, across biodiversity net gain, carbon, NFM, GSP and CSR markets.
- Support financial planning and reporting for the project's NBS activities to funders, customers and other stakeholders
- Ensure due diligence checks are carried out for all private funders/buyers.
- Maintain accurate records of project milestones and deliverables, including ensuring relevant information is captured in LWT's Customer Relationship Management system.
- Represent the Trust in meetings and public forums; contribute to communications and storytelling.
- To uphold the working values and expectations of the Lancashire Wildlife Trust.
- To carry out other duties relevant to your post as reasonably required by your line manager.
- Act on own initiative while working within an agreed work programme.
- Work hours as required to meet business needs, this includes some evening and weekend work (including Christmas and Easter periods).

Person Specification

EXPERIENCE

Essential

- Producing business cases or financing proposals.
- Delivery of workstreams and plans to agreed timescales and budget.
- Effectively communicating with and influencing a wide variety of people.
- Developing rapport and effective relationships with a wide range of people.
- Developing and managing complex projects for funding/financing and delivery.
- Experience in the field of green finance (e.g. biodiversity net gain, carbon etc) and/or nature based solutions development and delivery.

Desirable

- Experience of developing business to business (B2B) relationships resulting in financial support in nature based projects
- Line management experience.
- Procurement and contract management
- Budget management and reporting.

KNOWLEDGE

Essential

- Green finance markets (Biodiversity Net Gain, Carbon, Natural Flood Management, Corporate Social Responsibility).
- Understanding of how NBS deliver climate resilience, biodiversity recovery, and community benefits.
- Corporate risk management, governance processes, and reporting standards.

Desirable

- Business and project finances
- Risk aspects of financing approaches.
- Ecological restoration techniques
- Understanding of green social prescribing initiatives.
- Emerging trends in natural capital accounting, familiarity with valuation tools and metrics.
- GIS and spatial planning

SKILLS

Essential

- Able to build purposeful relationships in a B2B environment through networking
- Strong leadership and communication skills.
- Strategic planning and problem-solving.
- Negotiation and influencing skills resulting in financial support for nature based projects
- Highly numerate
- A fast learner with the drive to undertake detailed research into the rapidly developing area of green finance
- Able to interpret and apply complex information
- Excellent communication, presentation and interpersonal skills
- Ability to set, prioritise and achieve targets on time
- IT proficiency (Word, Excel)
- A full driving licence, access to the use of a vehicle with full business insurance cover.

PERSONAL QUALITIES

Essential

- Highly motivated and adaptable.
- Commitment to the Trust's policy on Equality, Diversity and Inclusion.
- Commitment and enthusiasm to the Trust and its work.
- Strong sense of accountability and ownership
- Flexible with a positive, problem-solving approach
- Clear thinking when faced with complexity
- Ability to work on own initiative and co-operate as part of a team
- A positive and mature approach demonstrating integrity, tact and diplomacy

General Terms & Conditions

Holidays: 28 days per annum (increasing with length of service), plus bank holidays.

Pension: The Trust contributes to the NEST Pension Scheme. Full details will be provided.

Hours of Work: Full Time 35 hours per week. Normal working pattern will be 9.00am – 5.00pm.

Overtime is not paid but time off in lieu may be taken, where appropriate, as the post may involve some evening or weekend work.

Duration of post: This post is offered on a permanent basis. All new employees undertake a probationary period of 4 months; in which time they are expected to demonstrate their suitability for the post.

Closing Date: Sunday 13th December 2026

Interviews: 16th-18th December 2026

To apply for this position you are required to complete an Application Form which can be downloaded from our website: www.lancswt.org.uk/jobs
Completed applications should be returned to: applications@lancswt.org.uk

Thank you for your interest in working for the Wildlife Trust for Lancashire, Manchester and North Merseyside. We look forward to receiving your application.

TERMS OF REFERENCE

As an inclusive employer, The Wildlife Trusts value diversity and we're committed to creating an inclusive culture where everyone is able to be themselves and to reach their full potential. We actively encourage applications from people of all backgrounds and cultures. We believe that a diverse workforce will help us create our vision of people close to nature, with land and seas rich in wildlife.

To understand how we are performing, we ask that you kindly complete a Diversity Monitoring Form in addition to your application.

Please be assured that your responses are kept confidential, separate from your candidate record, are not part of any application you make, and that the recruiting staff never see individual responses to the questionnaire.

Criteria Common to All Job Descriptions:
A Job Description sets out the purpose of the job, where it fits into the Trust's structure, the context within which the job holder functions and the principal accountabilities of job holders, or the main tasks they have to carry out. It is not a definitive work plan. This document is intended to provide guidance on the scope and function of the job.

Equal Opportunities Statement:
All employees are required to adhere to and promote the principles and operation of the Trust's policies on equalities, to ensure that services provided are relevant to ethnically diverse communities and other disadvantaged groups in the area.

Safety, Health and Environment Statement:
All employees are required to ensure that all duties and responsibilities are discharged in accordance with the Trust's Safety, Health and Environment (SHE) at Work Policy and associated SHE policies and guidelines. They should take reasonable care for their own Health and Safety and that of others who may be affected by what they do or do not do. Staff should correctly use work items provided by the Trust including personal protective equipment in accordance with training or insurance. All members of Trust staff are responsible for informing their line managers of any potential gaps in the current Trust Policy. All employees are responsible for ensuring that the SHE Policy is up to date and continuously reviewed and evaluated.

Performance Review:
All employees will participate in the Trust's Performance Review process. The process aims to ensure that performance standards/targets are jointly agreed between employees and line managers and are achieved within agreed time scales. Failure to maintain an appropriate standard indicated by management can result in Capability proceedings being taken.

Commensurate Statement:
At times, the Post holder will be required to undertake other duties and responsibilities of a similar level and nature in order to support workload peaks and resources and skill shortages, ensuring priorities are met. This will be sensitive to available resources and individual skills and will generally be within the same area.

Adherence to Staff Handbook, Policies and Procedures:
The Trust is a large, diverse charitable organisation and as such needs to ensure that all employees are aware of their obligations to and from the organisation. These are clearly defined in the Staff Intranet and in the policies and procedures adopted by Council as part of the Trust's governance. All Employees have an obligation to read and understand these policies, especially those that are pertinent to this role.