



**Tees Valley**  
Wildlife Trust



# Project Manger

## East Cleveland Catchment

Salary: £32,211 pa / Fix term until 28<sup>th</sup> February 2028

This project is supported by Bluespaces funding from Northumbrian Water



Bluespaces

**NORTHUMBRIAN**  
**WATER** *living water*



## About Tees Valley Wildlife Trust

Tees Valley Wildlife Trust began as a grassroots movement founded by dedicated local volunteers, and has grown into the region's leading organisation for wildlife conservation. Today, our work plays a vital role in tackling the nature and climate crises while highlighting the essential value that nature brings to people and communities.

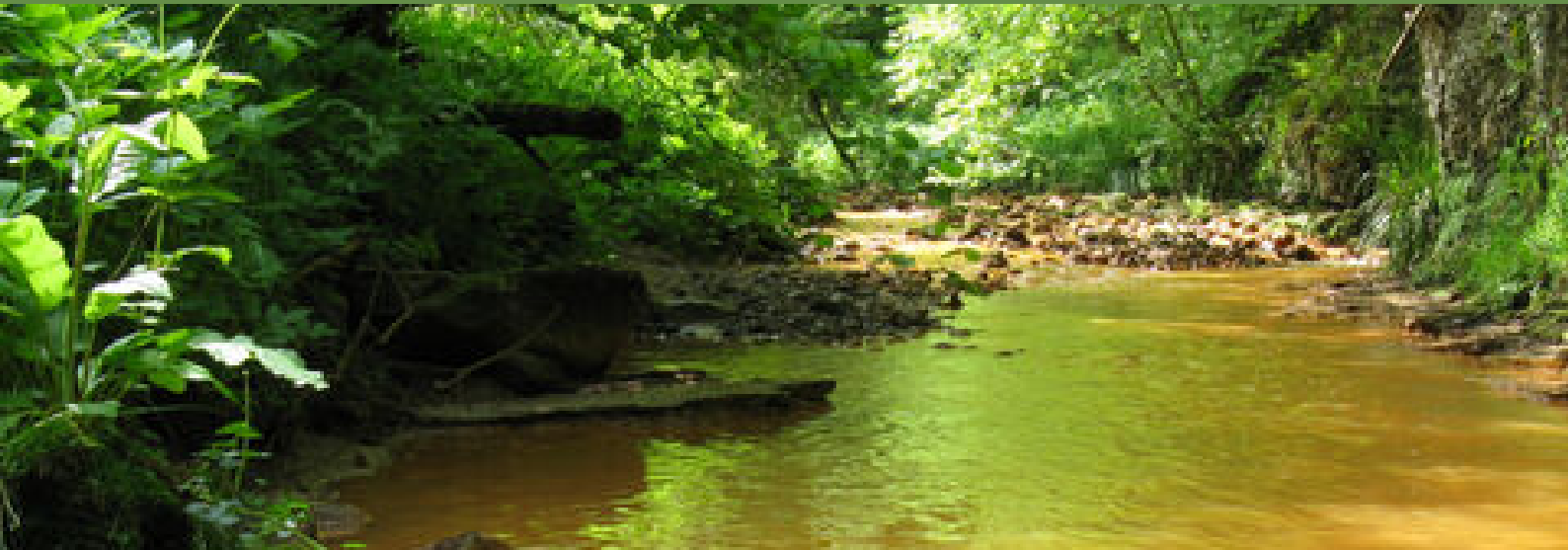
Those who join us will become part of a passionate, skilled, and supportive team. We recognise that meeting the challenges facing wildlife requires committed, capable individuals—and we are dedicated to helping our staff develop and thrive. Our reputation as a regional leader in environmental land management, conservation, and rewilding is built entirely on the strength and dedication of our people.

The Trust owns or manages more than 230 hectares across 14 nature reserves, stretching from Hartlepool in the north to edges of North York Moors in the south. These sites provide crucial refuges for wildlife while remaining open for everyone to enjoy. Governance is provided by a knowledgeable and diverse Board of Trustees, and our work is strengthened by the invaluable contributions of over 50 regular volunteers. Partnership is central to our approach, and we collaborate with local authorities, government agencies, businesses, and specialist environmental charities to deliver large-scale improvements for habitats and species recovery on both land and sea.



# Project Manager

*We are looking for a passionate and proactive Project Manager to lead an exciting Natural Flood Management feasibility project across the Kilton Beck Catchment. Working alongside farmers, landowners, communities and key partners, you will help develop a shared vision for the catchment, exploring innovative nature-based solutions that reduce flood risk, improve biodiversity and create lasting benefits for people and wildlife. Combining strategic leadership with hands-on project management, you will play a key role in shaping future investment and delivery across the catchment.*



## Role Purpose

To lead the development of a feasibility project to assess and shape a long-term, catchment-wide programme of Natural Flood Management (NFM), accessible blue space and nature-based solutions across the Kilton Beck Catchment. The project will identify opportunities to reduce flood risk, enhance the water environment, restore habitats and strengthen community connections with rivers, becks and wetlands.

To establish and lead a new catchment partnership that promotes the importance of the Kilton Beck Catchment and supports the development of a shared vision for future NFM delivery. A key aspect of the role will be building strong relationships with farmers, landowners, land managers, local communities, businesses and partner organisations to improve understanding of the catchment, identify opportunities, constraints and priorities, and secure support for future delivery.

To oversee a comprehensive engagement programme across the catchment, ensuring farmers, landowners, communities and other key stakeholders are central to the feasibility and planning process. This will include co-designing a long-term delivery plan, identifying opportunities for NFM interventions, and exploring ways to increase participation, improve health and wellbeing, and strengthen people's understanding of and connection to water and the natural environment.

To work closely with partners, consultants, specialists and stakeholders to collate existing evidence and commission further studies to identify, assess and prioritise opportunities for Natural Flood Management and wider catchment restoration. This work will inform a strategic delivery plan and business case, alongside the preparation of funding bids to secure resources for future implementation.

To secure funding opportunities identified through the feasibility and engagement process, ensuring ideas and ambitions are translated into future delivery.

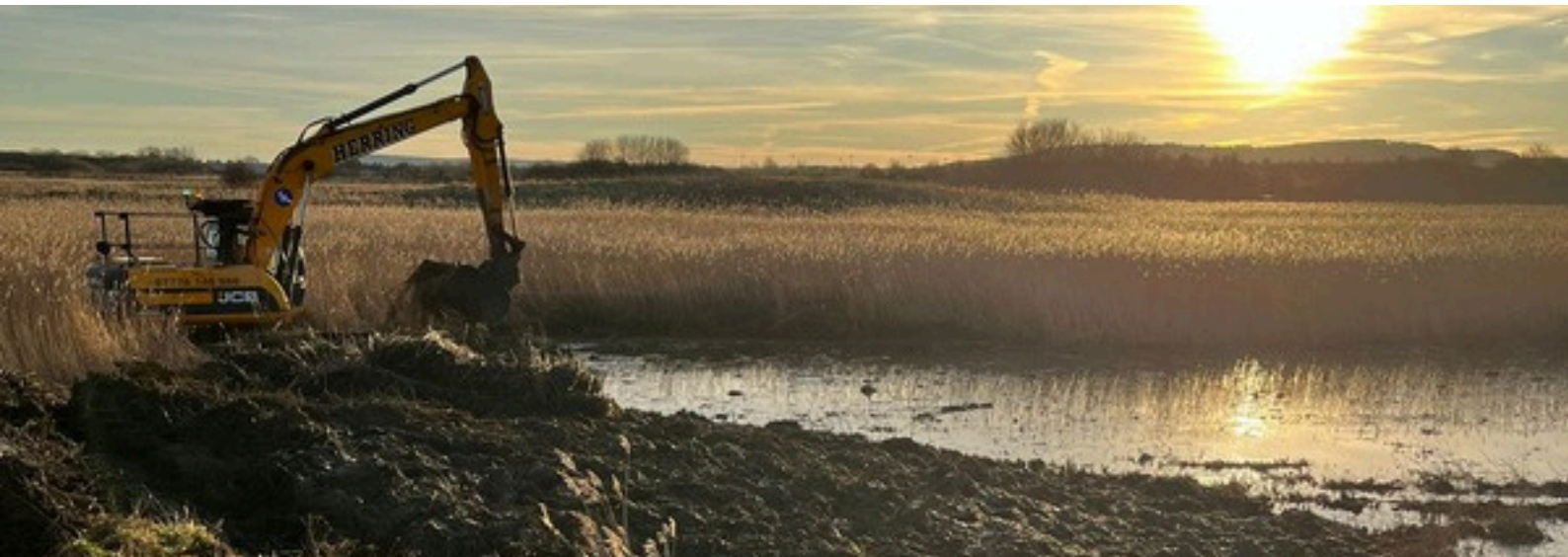
To line manage the Project Officer (Engagement) for the East Cleveland Flood Alleviation Project.

# Project Manager

## What it's like to work for us

Working for Tees Valley Wildlife Trust means being part of a passionate, supportive and purpose-driven team dedicated to restoring nature and engaging community at scale. You'll be working in some of the region's most important habitats, with the opportunity to shape real connections to nature outcomes and see the difference your work makes in our communities. We work in a collaborative and flexible environment, where expertise is valued, new ideas are welcomed, and staff are encouraged to grow and develop.

Above all, you'll be joining an organisation that is ambitious for wildlife and communities, and committed to creating a wilder, more resilient Tees Valley for the future.



## What a typical day look like

No two days will be the same. This role combines stakeholder engagement, partnership development and project management to identify and develop Natural Flood Management opportunities across the Kilton Beck Catchment.

You will spend time meeting with farmers, landowners, land managers, communities and partner organisations to explore opportunities for Natural Flood Management and build support for future delivery. You will coordinate the Catchment Partnership, manage consultants and technical studies, oversee Project Officer delivery of community engagement activities, and help develop a long-term catchment delivery plan.

The role will involve a mix of site visits, stakeholder meetings, project management, report writing, partnership coordination and funding development, with a strong emphasis on building relationships and securing support for future Natural Flood Management interventions.



# Project Manager

## Key Responsibilities

1. Work with partners and external funding specialists to create and submit a funding bid for a comprehensive delivery plan to deliver a suite of nature-based interventions to reduce impacts of flooding downstream.
2. Develop a prioritised pipeline of deliverable and investment-ready projects for future capital delivery.
3. Build and maintain strong working relationships with existing and new project partners, landowners, land managers and community leaders.
4. Recruit and support new partners to increase the diversity and representation of the partnership, ensuring key governance is in place.
5. Oversee the delivery of an inclusive engagement programme across the catchment, referring to partner strategies to identify key audiences and tailor delivery to achieve maximum impact.
6. Work with partners to identify catchment restoration, citizen science and wider engagement opportunities, and promote the importance of landscape scale nature recovery.
7. Work collaboratively with internal and partners communications team to create compelling and inspiring content about project development and opportunities for delivery for traditional media, social media, and websites, to create a strong partnership voice.
8. Set up clear monitoring, evaluation, and recording programmes for the project to ensure data and evidence is collected throughout the project lifespan to confidently inform the bid for resources for a future delivery phase.
9. Line manage and support the Engagement Officer ensuring good collaboration across all development partners and support the engagement initiatives and pilot projects.
10. Showcase the project at local events and further afield. Attend conferences/training events as required, including networking with wider partners.
11. Ensure that all work is carried out in accordance with the Trusts Values, Health and Safety and Equalities policies.
12. Undertake such other duties commensurate with the grade as the CEO may reasonably request.



# Project Manager

## Personal Specification

### Qualifications

- **Essential:** Educated to degree level or equivalent in an appropriate subject **or** at least 2 years' experience in a relevant field.
- **Essential:** Evidence of continued professional development.

### Experience and knowledge

- **Essential:** Experience of strong partnership working and coordinating partnership governance
- **Essential:** Experience of project management
- **Desirable:** Experience in delivering inspiring engagement to a wide range of audiences.
- **Essential:** Experience in developing delivery and management plans at a landscape scale.
- **Essential:** Relevant experience of working in rural areas with land managers, volunteers, partner organisations and communities in implementing nature recovery engagement projects.
- **Essential:** Experience of procurement
- **Essential:** Strong report writing and research skills.
- **Essential:** An understanding of current issues facing rural areas including economic, community and cultural issues.
- **Desirable:** Current knowledge of river processes, river restoration and freshwater ecology.
- **Desirable:** Working knowledge of GIS packages.
- **Experience:** of line manager
- **Essential:** Full suite of ICT skills including the use of emails, word processing, spreadsheets and database packages effectively.

### Communication skills

- **Essential:** Ability to build strong working relationships internally and with external partners/organisations.
- **Essential:** Ability to celebrate and promote project successes to wide reaching audiences.
- **Essential:** Experience in using a wide range of communication methods, from technical report writing to delivering outdoor activities, from presenting to large audiences to one-to-one meetings.
- **Essential:** Good interpersonal skills with a wide range of people.
- **Essential:** Ability to deal with difficult situations, facilitating discussions, acknowledging different perspectives and finding solutions.

### Self-management

- **Essential:** Excellent organisational skills, self-motivation and ability to progress work with limited supervision.
- **Essential:** Able to work to tight deadlines and prioritise workload.
- **Essential:** Ability to develop creative solutions and ideas.

# Project Manager

## Personal Specification

### Personal attributes

- **Essential:** An interest in the natural environment and empowering community action
- **Essential:** Ability to appreciate political sensitivities, priorities and objectives of partner organisations and communities.
- **Essential:** A positive team player who is willing to play their part in achieving team targets/priorities
- **Essential:** Flexible and adaptable approach with ability to be pragmatic and find creative solutions to problems
- **Essential:** Full driving licence and access to own vehicle and prepared to use for work purposes if necessary
- **Essential:** A real enthusiasm for working with volunteers
- **Essential:** Able to work occasional weekends and evenings



# Role Description

|                    |                                                                             |
|--------------------|-----------------------------------------------------------------------------|
| Position Title     | Project Manager for East Cleveland Catchment                                |
| Team               | Projects                                                                    |
| Remuneration       | £ 32,211 pa /28 day holiday, +public hols                                   |
| Hours and term     | Full time / 37.5 hours per week. Mon-Fri, 9am - 5pm* - Fix until 28/02/2028 |
| Place of work      | The Tees Valley Wildlife Trust office                                       |
| Reporting to       | Chief Executive Officer                                                     |
| Key Accountability | Project management, stakeholder engagement, leadership.                     |



\*The normal working hours for this role are: Monday to Friday, 9am–5pm. However, subject to requirements, occasional weekends and evenings may be required for engagement sessions, such as community sessions, or weekend public engagement events.

We offer a flexible working from home arrangement of 1 day per week, for remote working.

## How to Apply

Download the application form from [www.teeswildlife.org](http://www.teeswildlife.org) and submit the completed form to [info@teeswildlife.org](mailto:info@teeswildlife.org).

Interviews will be held in person on, at the Tees Valley Wildlife Trust office.

For more information, please contact the CEO, Tom Harman at [tharman@teeswildlife.org](mailto:tharman@teeswildlife.org) or call Tom on 01287 636382.

