

Job description

Nature Conservation Manager

- Grade: PO3
- Reports to: Head of Natural Environment
- Direct reports: 3
- Your team: Nature Conservation Team
- Service area: Greener More Active
- Directorate: Climate and Environment

Special requirements of the post

Workstyle: Front facing (High presence, three to four days a week)

- Colleagues with regular physical contact with residents and businesses in the borough and on-site, but some activities could be done remotely (such as paperwork)

This post requires a DBS check at the appropriate level (Basic)

This is a safety critical post and will be subject to the council's drug and alcohol policy

This post is subject to the council's declaration of interest procedure

Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future.**

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Overview of the role

The Nature Conservation Manager will be responsible for the management of Islington's Ecology Centre, three Local Nature Reserves and the Nature Conservation Team.

The post manages the three members of the Nature Conservation Team and reports to the Head of Natural Environment.

Key responsibilities

Please list each key responsibility of the role:

- **Nature Conservation Team Leadership:**
The management and development of the Nature conservation team, including staff and volunteers
- **Ecology Centre Management:**
Oversee the day-to-day operation of the Ecology Centre, ensuring it functions as a high-quality educational and community resource. This includes:
 - Managing bookings
 - Ensuring maintenance, security, and health & safety
- **Site Management:**
Oversee the management and development of three Local Nature Reserves and other conservation sites, ensuring high standards of maintenance and biodiversity.
- **Ecological Advice:**
Provide expert advice and promote ecology, biodiversity and habitat within the council, providing ecological advice to the Planning Department.
- **Community Engagement:**
Work with schools, community groups, and stakeholders to increase participation in conservation activities.
- **Policy Integration:**
Promote and embed biodiversity objectives into local policies and plans. The postholder will also be responsible for leading on the Council's biodiversity agenda, by overseeing Islington's Biodiversity Action Plan, development of the Local Nature recovery strategy as well as the network of Sites of Importance for Nature Conservation (SINCs).
- **Ecology Centre Management:**
Oversee the day-to-day operation of the Ecology Centre, ensuring it functions as a high-quality educational and community resource. This includes:
 - Managing bookings
 - Ensuring maintenance, security, and health & safety

Budget responsibilities

The postholder will be responsible for managing the Nature Conservation revenue budget, overseeing capital expenditure for the nature reserves and Ecology Centre, meeting income targets, and securing and administering additional grant funding where available.

Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

Knowledge, experience, and skills

Point	Criteria description	Essential/desirable
1	A relevant qualification in an environmental discipline	Essential
2	A minimum of 2 years' experience of managing nature reserves, parks or other open space	Essential
3	Experience of supervising and managing staff or volunteers to deliver excellent services.	Essential
4	Experience of delivering an education/events programme and / or managing buildings or internal spaces.	Essential
5	Knowledge of a Council's duties around biodiversity and the role of urban nature conservation in delivering wider social objectives around healthy communities, social cohesion and quality of life etc.	Essential
6	Knowledge of local and national biodiversity policy and legislation.	Essential
7	Excellent written and verbal communication and interpersonal skills to deal with and engage a broad range of people in the work of the service.	Essential
8	Effective knowledge and experience of project management.	Essential

Point	Criteria description	Essential/desirable
9	Ability to develop and implement strategies to deliver key strategic targets.	Essential
10	Ability to provide up to date and ecological advice within the council and external stakeholders and friends of groups.	Essential

Our accreditations



Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.