



# Manx Wildlife Trust Chief Executive

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## Appointment details



# Welcome from the Chair

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Welcome and thank you for your interest in Manx Wildlife Trust and becoming our next Chief Executive.

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We are a strong membership organisation with committed and dedicated staff and a knowledgeable and supportive Council of Trustees. We are a grass roots organisation providing a top-level professional voice to help shape environmental policy and advocacy, whilst delivering innovative projects to safeguard, transform and inspire people about the Isle of Man's natural environment.

Possibly unique within the Wildlife Trust movement, we have an equal commitment to the marine and terrestrial environments, direct access to our independent Government, stakeholder status within the only single nation UNESCO Biosphere Reserve and are seeking to shape the Island's climate change policies.

This is a golden opportunity for a creative thinker able to determine strategic priorities and follow these through with high-impact practical projects and positive policy changes. MWT's next 5-year plan is in development which will enable the new CEO to bring their own ideas and experience to bear from the outset.

My fellow directors and I firmly believe that this post presents a tremendous opportunity to play a vital and rewarding part in helping to protect and restore wildlife in and around the Isle of Man. If you share this view and are keen to take up a key role in an enthusiastic organisation wanting to move forward, then we look forward to receiving your application.



**Viv Davies**  
*Chair, Manx Wildlife Trust*

Marine biology intern, Libby Fox,  
recording invasive species at  
Fenella Beach, Peel





# Introduction

## Isle of Man *Ellan Vannin*

The Island is a Crown Dependency which through its ancient parliament, Tynwald, enjoys a high degree of domestic legislative and political autonomy. Dating back to Viking origins over one thousand years ago, the Isle of Man Tynwald is the oldest continuously operating legislature in the world.

Our Island nation, comprises 221 square miles of land and a further 1500 of sea, is home to 83,314 people and occupies a central position in the Irish Sea and the British Isles, sitting between England, Ireland, Scotland and Wales.

We boast a vast array of significant habitats across our sea and land representing most of the UK's key ecosystems. We have recently been voted one of the best places to live and are known as one of the best places to dive in the world. Much of our coast and countryside are easily accessible and this, together with a low crime rate making us the safest place to live in the British Isles, helps give our people a high quality of life and sense of wellbeing. As a UNESCO Biosphere Reserve, we are the first entire Island and jurisdiction to achieve this distinction.

The Manx community has a strong sense of culture and identity, with a growing Manx Gaelic speaking community. Historic bonds and connections with our landscapes and seascapes remain strong and there is a vibrant arts and community sector. The Isle of Man can offer a truly different place to live, work and connect with nature.

- Would you like a 9-mile commute somewhere where a traffic jam has four cars?
- Would you always like to be within earshot of the sea and in view of the hills?
- Would you like to work in a unique location with a unique community and nation?
- Do you love wildlife?



Manx shearwater

# Manx Wildlife Trust

Having our own Government and legislation makes this a unique opportunity to influence real outcomes for nature conservation and lead a growing and influential charity. Manx Wildlife Trust was founded in 1973 and is the Isle of Man's leading nature conservation charity. Its members, staff, and volunteers support MWT to protect Manx wildlife by:

- **Providing space for wildlife across 24 nature reserves**
  - **Enabling the recovery of native wildlife through our conservation projects**
  - **Inspiring people to value nature**
  - **Getting people actively involved with nature conservation**
  - **Standing up for wildlife in fishing, farming, planning and land management**
  - **Basing our advice and actions on science**
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## Our vision is...

People part of nature, with the Isle of Man's land and sea rich in wildlife.

## Our mission is...

An increased understanding of nature and a society which values wildlife and wild places.

Protecting **Manx Wildlife** for the Future

*Coadey Bea-Feie Vannin son y tra a ry-heet*

## A timeline

<b>1973</b>	Founded and successfully stopped the Isle of Man becoming an oil refinery
<b>1974</b>	First nature reserves at Barnell Reservoir and Cooldarry
<b>1990</b>	15 nature reserves and a network of over 200 dedicated volunteers
<b>1990</b>	Instrumental in new Wildlife Act to protect wildlife
<b>1992</b>	First member of staff
<b>1996</b>	Volunteer run Wildlife Shop incorporated; with all profits going to help wildlife
<b>1998</b>	Successful Hills Campaign stopped expansion of plantations
<b>2000</b>	Wildflowers of Mann project starts
<b>2005</b>	Manx Basking Shark Watch started and became an independent charity in 2014
<b>2006</b>	Our first (and only) Ramsar site successfully designated
<b>2006</b>	Our first Marine Day now annual national event still running as Festival of the Sea
<b>2006</b>	Managing Calf of Man and its Bird Observatory for Manx National Heritage
<b>2008</b>	First independent funded post for marine conservation with our Marine Officer
<b>2009</b>	First annual seal population survey on Calf of Man
<b>2011</b>	Headquarters in Peel built giving a dedicated home to the Wildlife Gift Shop
<b>2013</b>	Small shark tagging population study starts
<b>2018</b>	Over 50% of coastal waters (out to 3nm) now Marine Nature Reserves

## Current work

### Inspiring people

We work in partnership with Government Departments to deliver a programme of learning with schools, work to better integrate biodiversity into the curriculum and have a series of events to involve and engage people to care about our wildlife. We engage over 7000 people each year and hold national events like Festival of the Sea, while developing innovative citizen science approaches to make sure we are involving people at the same time as generating important data for nature conservation decision making.

We rely heavily on our volunteers as a beating heart of what we do, whether it is corporate groups on task days, our Mid-Week Muckers supporting our nature reserve management, or our Wildlife Gift Shop in Peel which is run entirely by volunteers. The contribution of our volunteers easily equals our turnover in financial terms, and many areas of our work wouldn't function without them.

## Conservation

We are the only organisation dedicated to and delivering the management of land for wildlife, across 300 acres of our nature reserves. We work to influence the land management practices of others through advice, consultancy services and partnership working. We influence policy and legislation, for which there are important challenges on the horizon, and we work with others so that areas like agri-environment schemes work well on the ground. There are opportunities for natural climate solutions through carbon offsetting based on ecosystem restoration, and innovative marine to land nature reserve management.

Our small shark tagging has found marine connectivity as far as the Netherlands, and we are currently working on puffin population recovery and better understanding our seal populations that link across the whole of the Irish Sea. We also have dedicated recovery work for endangered plant species and reintroduced Juniper to the Island in 2015.

## Our organisation

We have a growing membership and engaged corporate supporters, but we have only just started to raise our profile and market our great work. Sustainable funding is important and creativity to find new revenue sources is essential. However, MWT does have an enterprising and entrepreneurial background with our Wildlife Gift Shop providing fundraising for over 25 years, which balances against great relationships with funders and making sure we value our members as the driving force behind MWT. Local Support Groups help fundraise and raise our profile alongside a team of skilled staff and volunteers. We need to continually develop the people who make up MWT and be agile in securing the funding that help us deliver for the people and wildlife of the Isle of Man.

# The Wildlife Trusts

The Wildlife Trusts is a grassroots movement of people from a wide range of backgrounds and all walks of life, who share a set of common beliefs. It has more than 800,000 members, 40,000 volunteers, 2,000 staff and 600 trustees.

Each of the 46 Wildlife Trust has been formed by groups of active and motivated people getting together to make a positive difference to wildlife and future generations, starting where they live and work.

For more than a century, we have been saving, protecting and standing up for wildlife and wild places, increasing people's awareness and understanding of the natural world, and deepening people's relationship with it.

Together we look after more than 2,300 nature reserves, covering 98,500 hectares, and operate more than 100 visitor and education centres in every part of the UK, on Alderney and the Isle of Man.

# Job specification

**Job title:** Chief Executive

**Reports to:** Trustees (who are Directors) through the Chair of Manx Wildlife Trust

**Overall purpose:**

To provide inspirational leadership to Manx Wildlife Trust (MWT) in accordance with the charitable objects and in line with the mission, vision and values of MWT, setting strategic goals and clear direction and engaging all stakeholders for effective delivery.

**Impact:** Responsibility for formulation and delivery of our 5 year strategy.

**Line Management:**

All central core staff, currently a mix of full-time, part-time and zero-hour contracts. Total of 8 direct reports out of 10 current staff (two further seasonal staff under contract for the Calf of Man and Manx National Heritage).

**Decision making responsibility:**

Overall executive decision making to include financial, strategic and operational responsibility for MWT.

One of the 2019 migration of  
painted lady butterflies







## Strategic leadership, vision and development

- With the Chair and Board of Trustees, determine and lead MWT's strategic direction, and work with staff, volunteers and partners to deliver the business strategy successfully, delegating where appropriate.
- Act as ambassador and figurehead for MWT in its promotion of wildlife conservation interests for the organisation and whole of the Isle of Man as a nation. Sustaining and developing MWT's position as the leading organisation in the Isle of Man for caring for all types of wildlife and habitats.
- Provide visionary leadership to MWT, living its values to ensure staff and volunteers are engaged with the strategic aims and motivated to deliver them.
- Lead a forward-looking organisation that is continually scanning the horizons for opportunities and risk.
- Ensure MWT is adequately funded and that all activities are executed to the highest standards.
- Be the custodian of MWT's history, brand and reputation, protecting this and continuing to enhance it externally.

## External relations and engagement

- Build alliances, networks and develop productive relationships with key partners and individuals in the public, private and voluntary sectors.
- Ensure effective accountability and communication mechanisms are in place for MWT and our members.
- Embrace and build on MWT's participation in the activities of the Royal Society of Wildlife Trusts and the work with other Wildlife Trusts individually, or across the whole of the UK and Alderney.
- Represent MWT to influence the policies and practices of others and to expand its reach and influence.

## Governance and risk

- Work with Council to understand, and keep under review legislative, regulatory and governance issues which may impact MWT and ensure that the Board is effectively briefed on them, developing strategies and policies as the Board's principal advisor.
- Work with Hon Treasurer to ensure that financial processes and controls are in place to support financial security, sustainability and compliance and to manage financial risk.
- Ensure the articulation and delivery of annual business plans and 5-year strategy, reporting on strategic and financial performance against agreed objectives on a regular basis.
- Ensure MWT is compliant in legal aspects, including health and safety legislation, data protection, employment legislation, safeguarding and the regulatory framework for charities as well as the compliance requirements associated any grant schemes or similar.
- Oversee management of the activities of the MWT's subsidiary undertakings (currently Wildlife Limited managing the Wildlife Gift Shop via an independent board) and any related and/or associated ventures for which MWT has management responsibility.

## Operation and delivery

- Develop an adaptive management culture to enable rapid responses to emerging opportunities and risk
- Work effectively with others internally and externally to embrace opportunities and find innovative ways to overcome challenges while maintaining the effectiveness of operational delivery.
- Lead a culture of learning and people development that will continue to grow and flourish and enhance the skills and abilities of MWT employees or volunteers.
- Accountable for the effective deployment of MWT's resources of land, buildings, equipment, finance and people to deliver the organisational strategy.
- Foster MWT's voluntary character, ensuring that volunteers and local groups remain integral to the operation of the organisation and are encouraged and supported.



Kittiwakes and guillemots nesting  
at Sugarloaf Rock in Bay ny  
Cárrikey Marine Nature Reserve

# Person specification

## Specialist knowledge, skills and experience

- Management experience (ideally increasing responsibility over a 5+ year period), gained within a wildlife, environmental, community and / or not-for-profit organisation.
- A creative thinker with the vision, determination and ability to translate the broad needs of a diverse market into compelling and deliverable solutions, products or services.
- Experience of creating partnerships and developing relationships that deliver organisational aims and deliver ambitious plans.
- Prior experience of successfully managing change and maximising income and value.
- Able to demonstrate a broad strategic view of the issues affecting Manx Wildlife Trust stakeholders, the organisation's role in the voluntary sector and the long-term impact of decisions.

## People management skills

- An inspirational, charismatic leader and team player, particularly during times of change, engendering trust and confidence to maximise stability and deliver success.
- Able to maximise the overall success of the organisation, defining, enhancing and driving the business strategy while strengthening the focus on improved financial and operational performance.
- Able to provide clear direction to staff and volunteers, effective messaging to trustees and a proven ability to motivate and empower people at all levels of the organisation.
- Ability to use delegation effectively as a tool to enable teams and individuals to realise their full potential through the development of skills and knowledge.
- Provide strategic and entrepreneurial insight and drive as well as developing a commercial approach across all operational aspects of the organisation's business.

## Planning and organisational skills

- Excellent skills in planning and prioritisation with experience of scheduling events, activities and resources.
- Experience of establishing measures and procedures for monitoring progress against plans and objectives.
- Financially astute with previous experience of setting, managing and monitoring a complex budget.



A flock of shags in front of The Burroo south of the Calf of Man

## Problem-solving and creative skills

- Relevant experience of evaluating information in a logical manner and making systematic and rational high-level judgements.
- Able to identify and manage conflict. Able to remain calm and in control when challenged or in the face of setbacks.
- Enthusiastic, committed and solutions driven leading to delivery of objectives; maintaining focus on outcomes. Able to see and maximise opportunity whilst being skilled at managing risk.

## Communication skills

- Experienced and skilled at influencing, negotiating and building alliances and maintaining effective relationships. This should include high level contact, partnership and alliance building.
- Able to speak clearly, fluently and in a compelling manner to both individuals and groups. This will include media representation and platform speaking.
- Able to communicate effectively both within and outside of MWT whether that is for individuals or groups, or to build and maintain relationships/networks.
- Demonstrable ability to be interested in other's opinions and be sympathetic and tolerant of differing needs and viewpoints.



# Terms

The role will be based at:

**Manx Wildlife Trust Office,  
7-8 Market Place,  
Peel,  
Isle of Man  
IM5 1AB**

The package will include a competitive salary circa £40,000, depending on experience.

A 5% private pension contribution is available after 6 months in post.

This post is permanent and full time.

Government relocation incentive scheme:

**[www.locate.im/relocating//relocating/relocation-incentive](http://www.locate.im/relocating//relocating/relocation-incentive)**

The Isle of Man government allow a National Insurance holiday for your first year.



**An inquisitive grey seal  
at The Sound**



## How to apply

Applications should be made through the Networx portal and include a letter of application and a CV.

No agencies at this stage please.

Closing date is Monday 9th September

Pre interviews by telephone probably on Tuesday 10th and Wednesday 11th September.

Interviews will be held on Tuesday 17th September.

Feedback will only be available for candidates from the interview stage.

Thank you for your interest in Manx Wildlife Trust and the role of Chief Executive.

Cronk Y Bing Nature Reserve



Manx Wildlife Trust  
Registered Charity No 225 IOM  
[manxwt.org.uk](http://manxwt.org.uk)



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Protecting **Manx Wildlife** for the Future

*Coadey Bea-Feie Vannin son y tra a ry-heet*