



Durham
Wildlife Trust
From Tees to Tyne

JOB PACK

Great North Fen: Project Development Manager

Salary: £22,056
(equivalent to £36,761 full time)

Location: Rainton Meadows, DH4 6PU

Term: Part Time (3 days per week),
fixed term for 15 months

Closing date: 31 July 2026

For more details contact: bhooper@durhamwt.co.uk



About Durham Wildlife Trust

Our Vision

Nature restored from Tees to Tyne

Our Mission

To deliver nature's recovery from the Tees to the Tyne with the backing of our supporters, partners and wider society; providing opportunities for participation, education and enhanced health and wellbeing.

Our Goals

- Nature in Recovery (30 % of land and sea by 2030)
- Robust local metrics and data gathering to monitor progress.
- Exemplary land management of our own estate.

Meaningful Action

- Adopting the 'Team Wilder' approach and a sub-region operational model based on local communities.
- Embracing supporters of all kinds and diversifying our audiences.
- Providing improved visitor destinations.
- Growing our public profile, operational partnerships and influence to bring about real change.

Nature-based Solutions (nature central to solving local and global problems)

- Durham Wildlife Trust is the local leader in Biodiversity Net Gain and other natural capital solutions.
- There will be an evidenced-based well-being focus across our activities.
- We will have a strategic approach to projects with nature-based benefits to highlight natural flood management, carbon sequestration and other benefits.

The Organisation

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, who believe that we need nature and nature needs us. We have more than 900,000 members, over 39,000 volunteers, 4,000 staff and 600 trustees.

Durham is one of 46 Wildlife Trusts, part of a national federation. Each Wildlife Trust is a place-based independent charity with its own legal identity. Trusts encompass groups of people working together to make a positive difference to wildlife and for future generations, starting where they live and work.

Durham Wildlife Trust operates across communities in County Durham, Darlington, Gateshead, South Tyneside and Sunderland. The organisation is led by a Board of Trustees, drawn from its membership, with a broad range of skills and knowledge to ensure effective governance. Hundreds of volunteers provide vital support across all activities and strong partnerships assist with the delivery of our work.



For more than 50 years Durham Wildlife Trust has protected and restored nature, making a real difference for people and wildlife. Today we own or manage over 50 sites across 1300 hectares, protecting rare and threatened habitats and species, and delivering nature's recovery at a landscape scale. We deliver projects that provide solutions to the ecological and climate emergencies and offer opportunities for participation and learning to thousands of people every year.

Working for Durham Wildlife Trust

Durham Wildlife Trust is the leading organisation in environmental land management, nature conservation and rewilding in our region because of its dedicated staff.

Successful candidates will join our passionate and talented team of educators, influencers, fundraisers and skilled practical conservation officers and managers. To address the significant challenges faced by nature we need to recruit and retain committed and talented people and support them to develop further.

Central to the Durham Wildlife Trust staff journey is the ethos of personal and professional development. We offer a fun and stimulating working environment, with a competitive salary, holidays and benefits package -

- Staff welfare package, including access to online GP appointments for you and your family.
- Access to unrivalled training and development opportunities available across the Wildlife Trusts national federation, as well as training provision by Durham Wildlife Trust.
- Flexible and hybrid working arrangements.

Durham Wildlife Trust is an inspiring and energetic place to develop your career, and we welcome applications from anyone who wants a role that makes a difference. We are creating a work environment that's inclusive as well as diverse – where all our people can be themselves. Every idea, insight and perspective is valued.



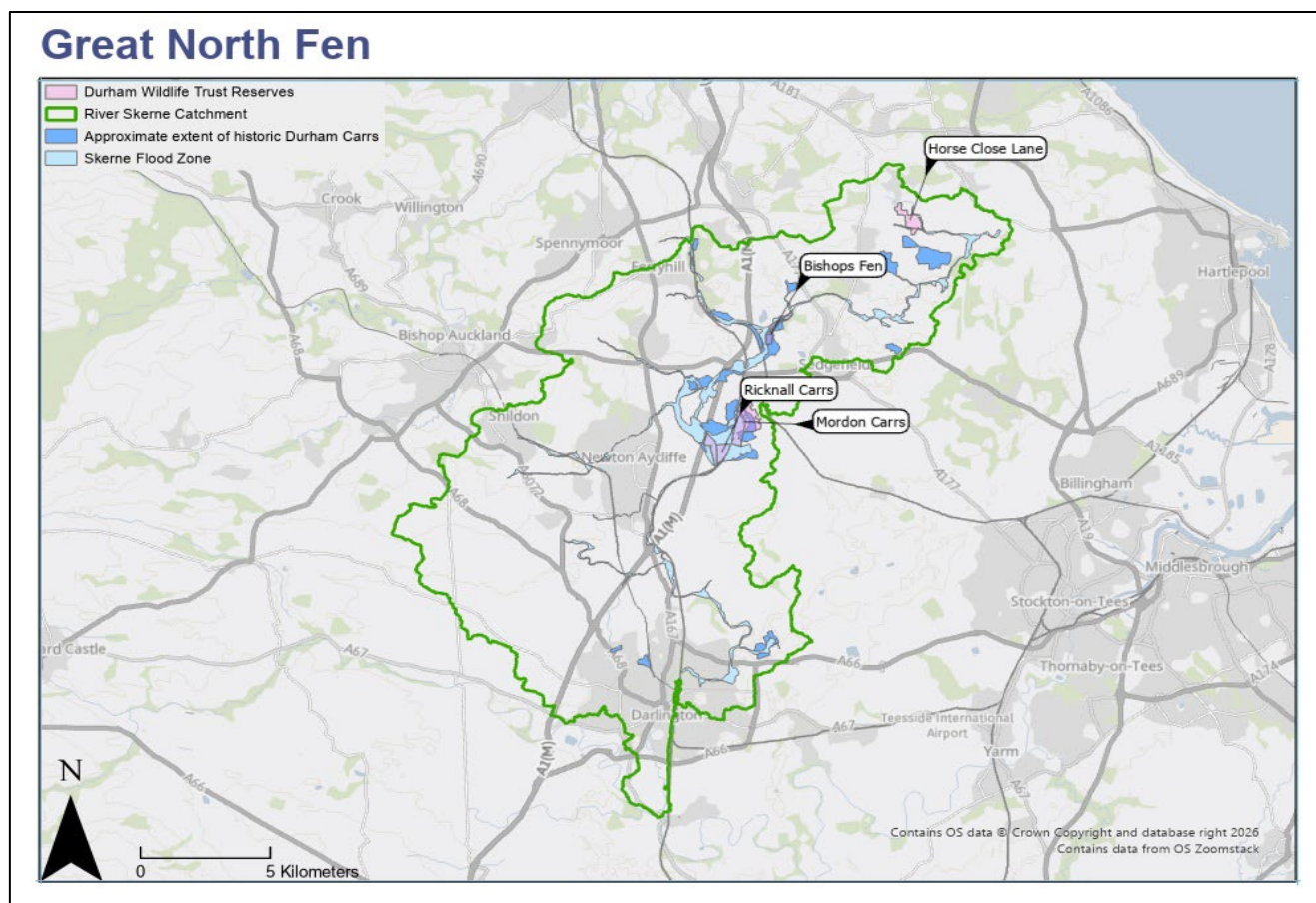
Great North Fen Project Development Manager

Bringing technical expertise alongside proven project development experience, the Great North Fen Project Development Manager will play an essential role in establishing a collaborative, deliverable and visionary way forward for the Great North Fen in County Durham.

The Great North Fen (GNF) is an exciting and ambitious long-term project to restore the



Durham Carrs landscape for people and wildlife. Led by DWT, the intention is to restore



around 800ha of habitats, including floodplain grazing marsh, lowland fens and river habitats, to create a connected, functioning wetland landscape that can support a diverse range of wildlife, provide resilience against climate change, and connect people with nature. Durham Wildlife Trust's estate at Ricknall Carrs, Mordon Carrs, Horse Close Lane and Bishop's Fen will form the flagship sites for this planned habitat restoration.

Wider landowner and stakeholder engagement, beyond these landholdings, will identify additional opportunities for restorative actions, supporting landscape-scale habitat connectivity. This wider engagement will also create more opportunities for local communities to connect with these habitats and to have a greater understanding of the natural processes associated with them.

The project is attracting a lot of interest and support, including from Durham County Council, the Environment Agency and Natural England, and is recognised as a priority area within the Durham Local Nature Recovery Strategy. However, the scale of the ambition will take many years to realise, and require multi-million pound investment. As a result, DWT has been awarded funding from Northumbrian Water for a Project Development Manager.

This role will play a pivotal role in collating all research and works to date, ensuring early identification of all constraints in liaison with key stakeholders such as Highways England and Network Rail, and developing a coordinated strategic approach to the project, with clear timelines, work packages and funding opportunities (including green finance options). This



essential project development work will help to build partnerships, maximising opportunities, and facilitating community and stakeholder engagement so that the desired vision for the GNF can be realised.

Durham Wildlife Trust staff are encouraged to gain experience of the full range of work the charity does. As an organisation we are open to new thinking and ideas. We welcome applications from people already working in nature conservation, or who come from other sectors and have the skills, ideas and knowledge needed.

As an employer, Durham Wildlife Trust provides as much flexibility as it can. This is a hybrid role, with at least one day per week based at the Trust's Rainton Meadows offices as part of a rota. The remainder of the week is free to work from home, or Trust offices if preferred. Occasional evening and weekend working will be required. The Trust operates a time off in lieu system.

Durham Wildlife Trust takes its Safeguarding responsibilities extremely seriously. Information on our commitment to safeguarding and safeguarding policies is available on the Trust's website. The successful applicant for this role may be subject to a DBS check. Any offer of employment will be subject to the required level of DBS clearance.

Questions about the role

If you have any questions about the role, or want to discuss potential hours and working patterns before submitting an application, please contact: Barbara Hooper, Head of Nature Recovery - by email in the first instance – bhooper@durhamwt.co.uk. Please mention GNF Project Development Manager in the email subject heading.

How to apply

Please complete the application form available on the Trust's website and provide a personal statement (maximum two sides of A4) setting out your suitability for the role.

Submit the form and statement as two documents by email to – bhooper@durhamwt.co.uk. Please put 'GNF Project Development Manager Application' in the subject line.

Closing date for applications

9am on 31 July 2026.

Interviews

Interviews are scheduled to take place at Rainton Meadows Nature Reserve, DH4 6PU, on either 6th or 12th August. Should you have any concerns regarding availability for interview, please contact bhooper@durhamwt.co.uk.

Please note, CVs and/or covering letters will not be accepted.



Identification of Post

Post title: Great North Fen Project Development Manager
Responsible to: Head of Nature Recovery

Purpose of Post

Responsible for the development and delivery of a co-ordinated strategic approach to the Great North Fen, to maximise opportunities, identify all constraints, and facilitate community and stakeholder engagement so that the desired vision for the GNF can be achieved in a cohesive way, underpinned by sustainable management and funding to ensure its future.

Main responsibilities

Co-ordination and development of GNF Project Plan

- Review past and current activities, research and projects within the GNF area.
- Co-ordination and analysis of technical studies and identification of opportunities and constraints.
- Assessment of knowledge gaps and areas of future research and development.
- Development of overarching coherent strategy and vision for GNF, setting out aims and objectives, spatial scale, component projects, timeline and project partners.
- Development of costed proposals for further development work (e.g. feasibility; priority species; topographical or hydrological surveys).

Stakeholder Engagement and Partnership Development

- Identification of key stakeholders and partners and development of stakeholder engagement plan.
- Establishment and co-ordination of GNF Stakeholder Group(s), ensuring close liaison and collaboration to build consensus.
- Development of partnerships to deliver joint working, to avoid duplication of effort and ensure compatibility and shared learning between other initiatives.
- Build relationships with local communities, delivering outreach and opportunities for involvement and engagement, to build understanding and local ownership of the project.
- Produce engagement materials to build wider awareness, understanding and support for the project.
- Development and promotion of the GNF concept and branding as a major regional initiative for people, nature and sustainable water management.

Funding Opportunities

- Collaboration on funding applications to support further feasibility work and on-the-ground delivery.
- Exploration, alongside colleagues, of long-term funding opportunities through, for example, green finance.

General

- Provide leadership and mentoring to volunteers and to promote volunteering with Durham Wildlife Trust and our partners.
- Ensure that the Trust's conservation activities are delivered safely with due regard for all relevant legislation.
- Pursue personal professional development, including attending training courses as/when required.



- Liaise with all Trust staff, honorary officers and volunteers on relevant issues.
- Attend meetings and events as requested.
- Carry out all other reasonable tasks as required.

Salary

For a full time (37.5 hours/week) role, the salary is £36,761 per annum – pro rata for part time.

Term

Part time (3 days pw), fixed term for 15 months

Pension

Employees will be automatically enrolled into the Durham Wildlife Trust pension scheme. Minimum employee contribution 3% of salary and employer contribution 6% of qualifying salary. Employees can decide to opt out from the pension scheme if they choose.

Hours

Normal working hours are 9 to 5, with a 30 minute meal break. Occasional evening and weekend work will be required.

Holidays

The number of days paid holiday per year is 25 days for a 37½ hour week exclusive of Bank and Statutory Holidays. If you start your employment during the leave year, the holiday entitlement will be calculated on a pro-rata basis depending on the number of completed months of service and hours worked.

After two years of continuous employment, you will be entitled to one extra paid day of leave per year worked up to a maximum of five extra days per year.

Years of service in another role at Durham Wildlife Trust, or any other member organisation of the Royal Society of Wildlife Trusts, will count towards holiday entitlement.

Place of work

Usual place of work will be Rainton Meadows, Houghton-le-Spring, DH4 6PU. You may be required to work from other DWT premises at the discretion of Trust management.

Durham Wildlife Trust currently operates hybrid-working arrangements, with a mix of office-based working and working from home as set out in a rota.

Person Specification

Criteria	Essential	Desirable
Education and Training	Educated to degree level or equivalent in a relevant discipline, or substantial experience in a similar role.	Membership of a relevant professional body. Project Management Qualification.
Experience	Proven experience of successfully leading the development of major complex projects.	Understanding of green finance options and opportunities.



	Experience of multi-partnership working, including establishing effective cross-sectoral working, and bringing different stakeholders together. Development of successful funding bids and managing budgets. Experience of working with contractors, writing briefs and appointing and managing contracts.	Experience of community engagement, to foster positive and beneficial relationships.
Knowledge	Excellent understanding of environmental policy, legislation and advice, with particular reference to rivers and wetlands. Good understanding of hydrological and other processes that are relevant to the creation and restoration of wetlands and other habitats. Knowledge and understanding of nature conservation principles and practices. Knowledge of Health and Safety compliance requirements and experience of managing operational risk. Understanding of the requirements of a public facing organization, in terms of how it presents itself and maintains public support and trust.	Understanding of requirements for excellent site management for nature conservation, with particular regard to wetland habitats.
Skills and Abilities	Excellent inter-personal skills, able to communicate effectively to inspire and enthuse others, to achieve consensus and build positive long-term relationships with wide range of stakeholders Excellent analytical skills, able to distil and interpret complex technical documents, to extract key information, challenge where necessary, and share key points with wider partners. Forward-looking and creative approach to building new initiatives, exploring new approaches and opportunities, and applying ideas from other sectors to the role. Ability to work effectively with colleagues (both locally and nationally) as part of a	Use of GIS (ideally ARC or Q) to analyse and present data.



	team, supporting a positive working experience for colleagues. Excellent written communication skills. A good level of IT literacy able to effectively use common software packages, particularly MS365.	
Personal	Some evening, weekend and Bank Holiday working will be required. A full driving licence (valid in UK). Access to own vehicle for work purposes.	

Please Note - This role requires a Basic Level DBS check that will be repeated every three years. Any offer of employment made in relation to this role will be subject to satisfactory DBS check and references.

Relevant Policies

Please read the policy information below before completing your application.

Employing ex-offenders

This written policy on the recruitment of ex-offenders is made available at the start of the recruitment process to all applicants for roles requiring a Disclosure and Barring Service check.

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), Durham Wildlife Trust complies fully with the code of practice and undertakes to treat all applicants for positions fairly.

Durham Wildlife Trust undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

Durham Wildlife Trust can only ask an individual to provide details of convictions and cautions that Durham Wildlife Trust are legally entitled to know about. A DBS certificate at either standard or enhanced level can legally be requested where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended and, where appropriate, Police Act Regulations as amended.

