



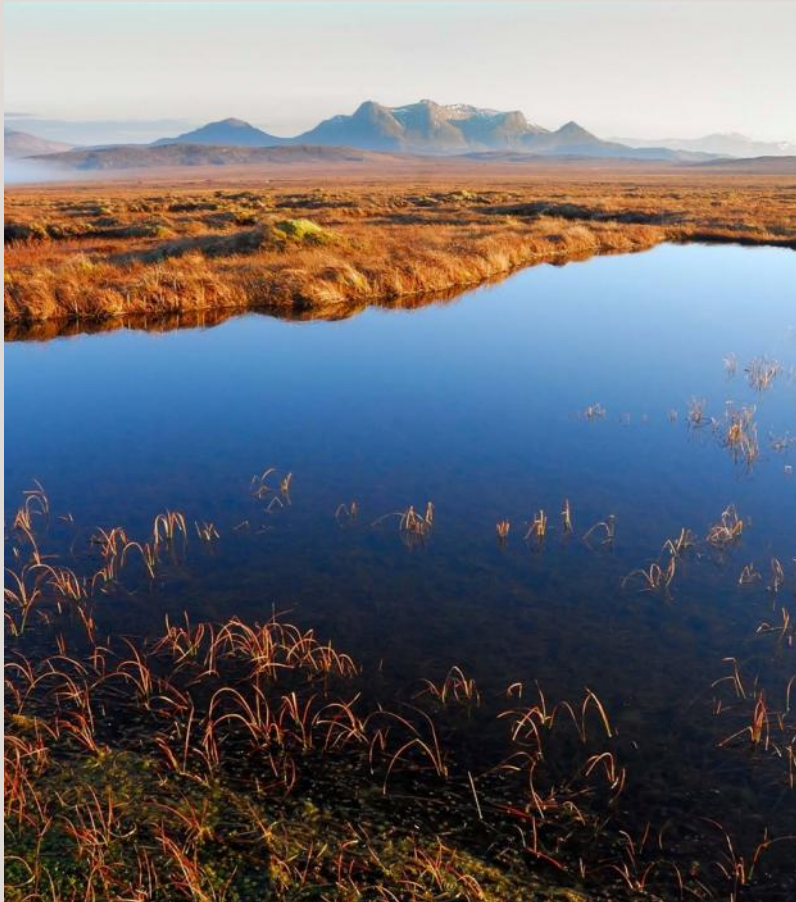
giving
nature
a home

Do a job that really makes a difference

Senior Site Manager, Forsinard Flows Reserve

£38,000 - £42,156 per annum

Introduction



Hello, and thank you for your interest in the role of Senior Site Manager for the RSPB Forsinard Flows Reserve.

This is a wonderful opportunity to join a great team saving nature and inspiring people at the RSPB's largest nature reserve, Forsinard Flows, which sits at the heart of one of the most pristine blanket bogs in the world, about to be nominated to UNESCO for World Heritage Site status.

We are looking for someone who understand and inspires people. Someone with real commitment, a passion for nature and a hunger for delivering habitat restoration at a truly landscape scale. We are looking for someone who could take our Flows reserve work, already at the leading edge, to a whole new level.

Are you up for the challenge? If so, I look forward to hearing from you.

Kenna Chisholm

Area Manager, North Highland and the Hebrides

About the role

Make no mistake, this is a management role with immense professional opportunity. It's not about just looking after things and making sure they tick over - you'll have a business to run, develop and grow and a multi-talented team of employees and volunteers to motivate and inspire. And it just so happens that your business is an incredible nature reserve.

The heart of this role is about steering the ship.

The reserve is large enough that you could run a marathon across it. As well as extensive areas of blanket bog there are montane areas, remnant woodland, loch and rivers and a small farm.

Species such as golden plover, dunlin and greenshank live alongside harriers, eagles, divers and half the UK's breeding common scoter across this vast landscape.

We have a team of twelve staff who undertake peatland restoration using public and private finance, woodland and farmland management, estate infrastructure maintenance, science and monitoring and community and visitor engagement.

There is a viewing tower, a small visitor centre, our fantastic field centre which houses our offices, a science lab, education room, accommodation for long-term volunteers and a bunkhouse for visitors.

As well as oversight of the business as usual work programme we are aiming to increase our peatland restoration work programme, which involves a complicated funding landscape that requires careful management.

It's definitely no small task but one huge career opportunity.



About you

You'll be an inspiration to the team; problem-solving, bright and on the ball, focused on getting things done.

You need to be able to create a vision, focus and lead an energetic, creative team.

Because we are a charity, every penny we spend needs to maximise the outcome for nature. The skills you have and the qualities you bring are more important to us than the list of who you've worked for. But that's not to say anyone could do this job. Far from it. This is going to be quite a challenge. It's going to stretch you!

You'll come to us armed with exceptional management skills. You need to be brilliant with people, projects and finance; to know when to delegate, when to take ownership. You'll need a good working knowledge of ecology and wildlife, ideally in an upland context.

There's a real sense of togetherness working here so you'll offer hands-on leadership, making sure your team are motivated and best skilled to achieve our vision.

You will have experience of building positive relationships with external partners, such as keepers, landowners, deer management groups and statutory agencies.

Everything you do will be in harmony with our values and ambitions, putting wildlife conservation at the core of our work and in the minds of our supporters.

The RSPB's values

Bold

We speak out honestly for what we believe in, aiming higher and pushing further for growth. We seek to provide innovative, fun, and sociable ways for people to get involved.

Focused

We identify where birds and wildlife are most under threat, then act decisively and with commitment to save them and deliver tangible results.

Supportive

We support each other and our sector partners in order to flourish, and make sure our supporters receive reward and recognition for their contribution.

Together

We work together for the biggest possible impact across the RSPB, and with partners across the UK and globally.

Next steps



You'll find all the application details at rspb.org.uk/vacancies

The closing date for applications is **20th October 2022**.

We are expecting a lot of interest in this role so to give yourself the best chance of being shortlisted, it's important that you do more than tell us what you have done in the past. We want to know how you have applied your skills, knowledge and experience and how this will help you succeed in the role. Recruiting the right people is important to the RSPB, so if you have questions please contact me directly about this exciting opportunity:

kenna.chisholm@rspb.org.uk

07845 248410

We will be reviewing applications on 24th October, and if you are shortlisted, we'll invite you to an interview, on 3rd November 2022, at Forsinard Flows Field Centre.