



Environment & Natural Capital Manager

JOB LOCATION	Primarily based at our head office in Fairford, with scope for occasional hybrid working. By early 2025 our head office will be based in nearby Quenington
REPORTS TO	Property Director
CONTRACT	Full Time (35 hours per week)
SALARY	£35,000 - £40,000 pa

The Ernest Cook Trust

The Ernest Cook Trust is an educational charity and one of the UK's foremost providers and funders of Outdoor Learning. Our vision is for an environmentally engaged society with stronger connections to nature.

Our mission is to improve life chances of children and young people through a range of Outdoor Learning experiences, enabling them to learn from nature, empowering them to have a positive impact on the environment. We do this through grant support, direct delivery, research and advocacy.

The Role

In this new role, the Environment & Natural Capital Manager will be responsible for developing, implementing, and managing strategies and programmes that enhance natural capital and address climate change impacts, in-line with the Trust's adopted Framework Nature Recovery and Climate Strategy. Our fundamental aspiration is to measure, monitor, value and enhance our natural capital, and this role will be at the centre of leading and coordinating this process.

You will be involved in collaborating with various stakeholders, conducting research, and leveraging scientific and economic data to support sustainable practices and policies, guiding the operation of the Trust and the management and leverage of the Trust's natural and built assets.

Key Responsibilities:

1. Strategic Planning and Implementation

- Develop and implement strategies that enrich natural capital and adapt to and mitigate against climate change, aligned with the Trust's core values
- Identify opportunities to enhance ecosystem services and biodiversity through sustainable land management practices
- Identify public grant and private investment opportunities to finance and yield value from the Trust's natural capital

2. Research and Analysis

- Conduct assessments of natural capital assets and climate risks across the Trust, supporting the creation of a comprehensive environmental baseline
- Analyse environmental data to guide insights on the Trust's environmental net gain or loss, informing decision-making and policy development
- Monitor and report on climate change impacts (potentially with a third party provider) and mitigation efforts against an agreed baseline

3. Policy Development and Advocacy

- Research and disseminate key changes in governmental environment policy
- Gather and disseminate best practice on delivering natural capital and environmental net gain through tenant and key stakeholder partnerships
- Advocate for climate change mitigation and adaptation measures within the Trust and in external forums

4. Stakeholder Engagement

- Build a strong collaborative relationship with the Trust's tenant farmers, working with them to deliver equitable environmental and natural capital net gains
- Collaborate with internal and external stakeholders, including government agencies, NGOs, community groups, and industry partners
- Facilitate workshops, training sessions, and public engagement activities to raise awareness and build capacity around natural capital and climate issues

5. Project Management

- Lead and manage projects that enrich natural capital or adapt to or mitigate climate initiatives
- Oversee project budgets, timescales, and deliverables to ensure successful outcomes

6. Reporting and Communication

- Prepare and present reports, case studies, and work with the wider team to produce communication materials on natural capital and climate-related projects
- Communicate progress and results to key internal and external stakeholders

Environment & Natural Capital Manager

Person Specification

Specific Requirements	<ul style="list-style-type: none">• A degree (or equivalent) in Environmental Sustainability, Natural Resource Management, or a similar related field• Experience in natural capital management, climate change mitigation/adaptation, environmental policy, or related areas• Proven track record of developing and implementing sustainability programmes and initiatives
Personal Qualities	<ul style="list-style-type: none">• Strategic Thinking: Track record of developing long-term strategies for natural capital enhancement and climate resilience• Problem Solving: Experienced in identifying issues, evaluating options, and implementing effective solutions• Collaboration: Capable of working collaboratively with diverse teams and building strong partnerships• Leadership: Demonstrated leadership abilities, including project leadership and team management• Adaptability: Flexible approach, able to adapt to changing priorities and environments
Skills and Knowledge	<ul style="list-style-type: none">• Strong understanding of natural capital concepts and climate science• Excellent analytical and research skills, with the ability to interpret complex data and trends• Project management experience with the ability to lead and deliver projects on time and within budget• Strong communication and interpersonal skills, with the ability to engage and influence a wide range of stakeholders• Proficiency in using relevant software and tools for environmental analysis and reporting

How to Apply

In the first instance, please upload your completed CV and cover letter to:

<https://hr.breathehr.com/v/environment-and-natural-capital-37137>

Closing Date

Sunday 22 September 2024 at 23:59

1st Interviews

Thursday 3 October 2024 via Microsoft Teams

What3words: <https://w3w.co/otters.laying.campus>

2nd Interviews

Tuesday 8 October 2024 at Fairford Park, Fairford, GL7 4JH

What3words: <https://w3w.co/otters.laying.campus>

Find more information about The Ernest Cook Trust on our [website](#).

We look forward to hearing from you.

Working at The Ernest Cook Trust

ABOUT US

As a landowning educational charity, the Trust is uniquely placed to share its woodlands, farms and natural habitats to inspire a greater love and understanding of the natural world, farming and sustainability. We do this for children, young people, their families and communities, particularly those who face barriers to accessing and participating in the outdoors.

We are part of an impressive community of networks and organisations across the UK, working to help create a more environmentally engaged society. Our work is increasingly done in collaborations and partnerships with like-minded organisations, particularly with our funding partners, whose contribution significantly boosts the scale and reach of our work.

To discover more about us, visit our [website](#).

The Trust's Estates

The Trust owns and manages over 9,000 hectares of land and property made up of mainly let farmland but also 584 hectares of woodland, houses, cottages and a growing commercial portfolio. Land is owned in six counties: Buckinghamshire, Cumbria, Dorset, Gloucestershire, Leicestershire and Oxfordshire. These rural landholdings are managed for income return and capital growth, whilst seeking ways to improve the environment and important habitats, evolving and protecting the landscapes.

Active management dictates that we are constantly looking for new opportunities and ways to evolve and improve our income stream in support of the Trust's overall charitable object, which is education. These already include long-term housing development proposals, natural capital and carbon, and biodiversity net gain projects alongside other long-term ambitious plans.

OUR VALUES

The unique spirit of The Ernest Cook Trust is best expressed through our values:



Cultivating Connections

At the heart of our work lies the belief that meaningful and lasting change happens through the cultivation of connections. We value the relationships we build with the people and communities we serve, as well as each other and the partnerships we form with like-minded organisations. We understand that these connections create the conditions for people and places to flourish.



Freedom to Try

We embrace a culture of innovation and resilience, where both our team members and the individuals we serve have the freedom to try new things. This value encourages a dynamic and adaptable approach, nurturing trust and courage in ourselves and others.



Progressive Stewardship

We believe in responsible, forward-thinking management of our outdoor resources, as places where diversity can thrive. By actively caring for the environment, we ensure that the beauty and benefits of the outdoors are accessible to all, changing lives through individual and shared positive experiences.

How this role links to our values:

Cultivating Connections: Cultivating new relationships and gaining trust with internal and external stakeholders will be pivotal to success, bringing new skills to the organisation and leading on this important work.

Freedom to Try: How do we embed the change required and measure progress? Different stakeholder groups will require different approaches, and a new area of focus will require a willingness to try with courage, whilst nurturing trust.

Progressive Stewardship: We actively care for the environment and this role is about making an active difference, being the change we want to see, and implementing progressive stewardship with quiet authority.

WHAT TO EXPECT

Join our growing team at the Trust for a friendly and rewarding experience. We offer competitive salaries, a range of benefits plus a training budget for your personal growth.

We currently have around 50 members of staff based either at our Gloucestershire head office, across our UK landholdings and in our regional hubs (Gloucestershire, Cumbria/Lancashire, Leicestershire) or working hybridly.

Enjoy our generous benefits:

- 10% employer pension contribution (5% from employees)
- 27 days annual leave, plus statutory holidays
- Life Assurance
- Access to Employee Assistance Programme, providing 24/7 support for health, mental wellbeing, and more
- Dynamic, creative, and welcoming work environment

Working for us will involve wellies, because we firmly believe that **everything is better outdoors!**

Equity, Diversity and Inclusion

Embracing diversity is an essential part of the work of The Ernest Cook Trust. We are committed to treating everyone as a unique individual, fairly and with respect, irrespective of race, disability, age, gender, marital status, sexual orientation, or religion. We are committed to ensuring equality, respect, and safety for all, and prioritising the wellbeing of the children, young people and vulnerable adults we support. Our safeguarding policy can be found [here](#).

The appointment will be subject to satisfactory background checks including Disclosure and Barring Service and relevant online searches to comply with best practices in Safeguarding, and proof of the right to work in the UK.