



Manx
Wildlife Trust
Treisht Bea-Feie
Vannin



Chief Executive Officer

Appointment Brief



Welcome from the Chair

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

We are a strong membership organisation with committed and dedicated staff, invaluable volunteers and a knowledgeable and supportive Council of Trustees. We seek to involve our communities in caring for Manx nature and we advocate for the restoration and protection of nature across all aspects of Island life, including in planning, fishing and agriculture. We provide an authoritative and fact-based view on matters affecting the natural environment, whilst managing our 31 nature reserves, delivering innovative projects and inspiring people to take local action for wildlife and the environment.

Possibly unique within the Wildlife Trust movement, we have an equal commitment to the marine and terrestrial environments, direct access, and a close working relationship with our independent Government, stakeholder status within the only single nation UNESCO Biosphere Reserve and are helping to shape the Island's policies affecting nature such as climate change, fisheries and agriculture.

This is a golden opportunity for a creative thinker able to determine strategic priorities and follow these through by delivering high-impact projects and positive policy changes. 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.



Simon Cain
Chair, Manx Wildlife Trust

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 square miles 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.



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 through the delivery of our strategy (www.mwt.im/strategy) which aims to:

- Drive the development of a Nature Recovery Network across the Isle of Man
- Deliver and expand Nature-based Solutions across the Isle of Man
- Connect people in the Isle of Man strongly to nature and the work of MWT

Our Vision is:

The Isle of Man's land and waters rich in wildlife, where nature matters to all.

Our Mission is:

To protect and enhance our environment, create more spaces for wildlife, and inspire people to act for nature.

Manx Wildlife for the Future

Bea-Feie Vannin son y tra a ry-heet

MWT in numbers

One of the 2019 migration of painted lady butterflies



i. Income: in the last financial year (1-2-24 to 31-1-25) MWT income was £1,047,000 which included £247K of legacies. The income from the wholly own trading subsidiary, Wildlife Ltd. was £216,771.

ii. Volunteers: we have almost 500 registered volunteers, of which c.200 are active regularly across a wide portfolio of tasks. Our volunteers contribute over 30,000 hours per year.

iii. Number of staff: 26 core staff, 10 full-time and 16 part-time. Total of 17.6 Full Time Equivalents (FTE), plus a team of c. 10 zero hours Field Assistants who assist with our consultancy field work as/when required.

iv. Nature reserves: 31 totalling 750 acres.

v. Recipients of Kings Award for Voluntary Service:

MWT started life as a volunteer run organisation and volunteers continue to play a key role in delivering projects, from practical conservation tasks on our reserves, serving in our shop, opening our two Nature Discovery Centres and much more. Our volunteers were awarded the Kings Award for Voluntary Service in 2024 in recognition of their enormous contribution to Manx wildlife.

MWT is an independent Isle of Man charity (225), and part of the federation of The Wildlife Trusts (TWT), which consists of 46 regional wildlife trusts, plus a central team (The Royal Society of Wildlife Trusts) based in Newark, England. MWT benefits greatly from TWT who offer us a wide network of support, and access to larger funding streams, including the Aviva sponsored Temperate Rainforest Restoration project, which has been a huge benefit for MWT in terms of land purchase and funding to maintain and develop woodlands.

Current Work

Conservation

We are the only Manx charity dedicated to, and delivering, the management of land for wildlife, across 750 acres of our nature reserves. We work to influence the land management practices of others through advice. MWT is the on-farm delivery partner for the Isle of Man Government Agri-Environment Scheme, working with farmers on habitat creation projects. We influence policy and legislation, for which there are important challenges on the horizon including the impact of climate change and the loss of biodiversity and species abundance.

In recent years, MWT has taken advantage of funding opportunities related to carbon offsetting. These have enabled the purchase of larger areas of land which will be planted up to grow into high biodiversity woodlands, benefitting wildlife as well as capturing carbon. In tandem with the development of more landscape scale projects, we have launched the first solely on-Island carbon offsetting scheme and there are plenty of opportunities to further develop this area.

Our small shark tagging has found marine connectivity as far as Southern Portugal, 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. We manage the Calf of Man Bird Observatory for Manx National Heritage.



Puffin, taken in Manx waters

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 staffed 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.

Our Organisation

We recognise the need to build our membership but have an increasing number of corporate supporters from the Island's business community. 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 and Ecology Vannin increasingly being used as the go to provider of ecological consultancy services on Island.

Building and maintaining excellent relationships with funders and delivering quality project outcomes must remain an important focus going forward. Local Support Groups help fundraise and raise our profile alongside the 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.





An inquisitive grey seal
at The Sound

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 900,000 members, 40,000 volunteers, 3,000 staff and 600 trustees.

Each of the 46 Wildlife Trusts have 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.

A Timeline

- 1973** Founded and successfully stopped the Isle of Man from becoming an oil refinery
- 1974** First nature reserves at Barnell Reservoir and Cooldarry
- 1990** 15 nature reserves and a network of over 200 dedicated volunteers
- 1990** Instrumental in the creation of the Isle of Man Wildlife Act
- 1992** First paid member of MWT staff
- 1996** Volunteer run Wildlife Shop incorporated; with all profits going to help wildlife
- 1996** First ASSI in the Isle of Man: Central Ayres
- 1998** Successful Hills Campaign stopped the expansion of plantations
- 2000** Wildflowers of Mann project starts
- 2000** Return of the Manx Shearwater to the Calf of Man
- 2005** Manx Basking Shark Watch started and became an independent charity in 2014
- 2006** Our first (and only) Ramsar site successfully designated at the Ballagh Curragh
- 2006** Our first Marine Day now an annual national event still running as Festival of the Sea
- 2006** Took on management of Calf of Man Bird Observatory for Manx National Heritage
- 2008** First independently funded post for marine conservation with our Marine Officer
- 2009** First annual seal population survey on Calf of Man
- 2011** Headquarters in Peel acquired, giving a base for our office and Wildlife Gift Shop
- 2013** Small shark tagging population study starts
- 2015** Isle of Man Biodiversity Strategy launched
- 2018** Over 50% of coastal waters (out to 3nm) are now Marine Nature Reserves
- 2020** New MWT strategy produced, in line with The Wildlife Trusts federation
- 2021** IOM launches an Agri-environment Scheme. MWT are the delivery partner
- 2022** 99-year lease signed with IOM Govt. for the MWT Hairpin Woodland Park
- 2023** We joined the The Wildlife Trusts Temperate Rainforest Restoration Project
- 2023** Acquired our largest nature reserve at Creg y Cowin
- 2023** Our first MWT Head of Conservation & Land is appointed
- 2024** Acquired our largest nature reserve at Glion Darragh
- 2024** Launched the first on-Island carbon scheme with four IOM businesses
- 2024** All our volunteers received the Kings Award for Voluntary Service

The Opportunity

MWT is in a strong position, having refined our strategic priorities over the last five years to drive meaningful change on the Isle of Man while aligning with the wider aims of The Wildlife Trust network.

In recent years, we have successfully expanded our nature reserves through the private sector partnerships, and these projects now require effective management and implementation. Additionally, our ecological consulting business has grown significantly, and we are keen to build on this success. Key opportunities include expanding our high-quality carbon credit offerings and establishing biodiversity credits alongside them.

Many of the challenges facing nature are beyond our direct control. Therefore, a key focus moving forward is to strengthen our advocacy and influence on government policy in areas with significant impact.

Our new CEO will build on this momentum - delivering our strategic priorities while remaining agile and proactive in identifying new opportunities to make a lasting difference for nature in the Isle of Man.



Education session at Milnown in Ramsey

Job Specification

Job title: Chief Executive Officer

Responsible to: Trustees (who are Directors) through the Chair of Manx Wildlife Trust.

Responsible for: All staff and volunteers. Staff are currently a mix of full-time, part-time and zero-hour contracts. Total of two direct reports out of 26 core staff, 10 full-time and 16 part-time.

Overall purpose of post: To provide inspirational leadership and overall management of Manx Wildlife Trust (MWT) in accordance with the charitable objects and in line with the mission, vision and values of MWT.

Impact: Responsibility for the delivery of our 3 strategic goals as set out in our strategy (www.mwt.im/strategy).

Key Terms and Conditions of Employment

- **Salary:** The annual salary will be in the range of £45,000 to £60,000, depending on skills and experience (which is enhanced by a lower rate of income tax in the Isle of Man).
- **Pension:** A 5% private pension contribution is available after 6 months in post.
- **Location:** The role will be based at our headquarters on the Isle of Man at: Manx Wildlife Trust Office, 7-8 Market Place, Peel, Isle of Man, IM5 1AB.
- **Duration of Post:** This role is permanent. All new employees are required to complete a probationary period of 6 months, in which they are expected to demonstrate their suitability for the post.
- **Hours of work:** This role is full time, 37.5 hours per week. Overtime is not paid, but time off in lieu may be taken where appropriate.
- **Annual leave:** 25 days of annual leave, plus 10 bank holidays and an additional three days given to cover the closure between Christmas and New Year (38 days total).



Main Responsibilities

- Accountability to the Council of Trustees for the overall performance of MWT.
- Provide strong and visible leadership for all MWT staff, volunteers and members.
- Ensure the effective delivery of MWT'S strategy and business plan to achieve positive impacts for the people and wildlife of the Isle of Man.
- Act as advocate for nature developing strong relationships with decision makers and networking in the local environmental movement, local government and the community.
- Ensure MWT maintains a sustainable financial base to achieve the greatest possible outcomes for the nature on the Isle of Man.



Kittiwakes and guillemots nesting at Sugarloaf Rock in Bay of Carrikey Marine Nature Reserve

Strategy and Leadership

- Support the development and maintenance of a strong Council of Trustees, and seek and build its involvement with strategic direction, governance, culture and mentoring.
- Develop and deliver the strategy and business plan including:
 - Take an innovative approach to the identification of opportunities to achieve strategic goals;
 - With MWT'S Council develop and lead the strategic direction of MWT and contribute to the wider goals of the Wildlife Trust movement;
 - Focus on outcomes implementing an effective monitoring framework for impact.
- Create an aspiring, innovative culture, and excellent internal communications, maintaining a climate that attracts, retains and motivates good quality staff and volunteers.
- Support and lead MWT's staff to achieve strategic goals and business plan targets, and ensure effective delivery.
- Lead and oversee MWT'S operational activities and be accountable for delivery of the Business Plan within the approved budget.

External Relations and Engagement

- Act as ambassador and figurehead for MWT in its promotion of wildlife conservation interests for the organisation and the 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.
- Actively represent and promote the work of MWT at a high level wherever possible, including to potential sponsors, partners and supporters, at events, through the media.
- Build alliances, partnerships and develop productive relationships with key partners and individuals in the public, private and voluntary sectors to achieve greater outcomes for nature.
- Ensure MWT supports and positively contributes to the work of the Royal Society of Wildlife Trusts and the Wildlife Trust movement.
- Represent MWT to influence the policies and practices of others and to expand its reach and influence.
- Ensure effective accountability and communication mechanisms are in place for MWT and our members.
- Be the custodian of MWT's history, brand and reputation, protecting this and continuing to enhance it externally.



Governance, Finance and Risk

- Work closely with the Chair to support and facilitate the Trustees in the governance of MWT.
- Prepare and manage the budget to be agreed by Council.
- Oversee all financial operations to set and achieve budgets and business plan targets.
- Work with Treasurer to ensure that financial processes and controls are in place to support financial security, sustainability and compliance and to manage financial risk.
- Identify funding opportunities to achieve charitable objectives.
- Ensure all fundraising and funding spend achieves maximum impact for strategic goals and funder expectations.
- Ensure risks are understood and managed including:
 - health and safety legislation,
 - data protection,
 - employment legislation,
 - safeguarding, and the regulatory framework for charities
- Ensure effective organisational management systems, processes and structures are in place for the efficient operation of MWT.
- Accountable for the effective deployment of MWT's resources of land, buildings, equipment, finance and people to deliver the organisational strategy.
- Oversee the development and implementation of policies and procedures to further MWT'S objectives.
- Oversee direct line management of the activities of MWT's subsidiary undertakings (currently Wildlife Limited managing Ecology Vannin, our ecological consulting arm and our retail offering via an independent board) and any related and/or associated ventures for which MWT has management responsibility.
- Recommend strategies and policies for endorsement by Council and provide Trustees with appropriate and timely information on any matters which may have wider implications for the status and reputation of MWT.



Conservation

- Oversee and help support the positioning of MWT as a lead strategic organisation in the delivery of nature's recovery on the Isle of Man and related aspects such as rewilding and Biodiversity Net Gain.
- Continue to develop the depth and breadth of ecological skills across MWT to strengthen its nature conservation delivery and capacity to influence policy and practice across the Isle of Man.
- Strengthen MWT'S portfolio of nature reserves and land management work to reflect the ambitions of the Strategic Plan as influential examples of best practice.
- Maintain and develop MWT'S voice as a planning advisory service on ecological matters.

In order for MWT to work effectively, the Chief Executive may be required to assist with other areas of work as directed by Council, so should be prepared to undertake other duties appropriate to the post.

Person Specification

We are looking for a person to lead MWT who is passionate about nature and the Isle of Man and is committed to our values. (All criteria are essential unless otherwise stated).

Main Experience

To be considered for this role you must demonstrate that you can lead and manage this organisation by giving evidence of:

- Significant evidence of successful leadership and management experience (minimum 5+ years).
- While experience in a leadership role in nature conservation is not required, an appreciation of, empathy and personal passion for wildlife and conservation management and a commitment to the long-term recovery of nature in the Isle of Man and/or the UK, is essential.
- Proven track record of strategic planning, managing projects and delivering to targets.
- Experience of creating and maintaining partnerships and relationships with other organisations.
- Demonstratable experience of generating substantial income, ideally in the not-for-profit sector.
- Experience in representing an organisation at a high level including through the media.
- Excellence in organisational management with commercial acumen and demonstrable financial skills and a track record of successful management of a budget.
- Experience of charity financial management (desirable).
- Building a membership organisation (desirable).



Knowledge and Understanding

- 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.
- Good understanding of the environment and conservation movement and the voluntary sector.
- Understanding of charity law and governance in the UK and ideally the Isle of Man.
- Educated to degree standard or equivalent with evidence of continuous development of knowledge and skills.

People Management Skills

- A motivational leader who builds trust and confidence, especially during change, to ensure stability and success.
- Provides clear direction to staff and volunteers, communicates effectively with trustees, and motivates people at all levels.
- Uses delegation to help teams and individuals reach their potential by developing their skills and knowledge.

Planning and Organisational Skills

- Excellent at planning, prioritizing, and managing events, activities, and resources.
- Experienced in setting measures to track progress towards goals.
- Financially knowledgeable, with experience in managing complex budgets.

Communication Skills

- Experienced in influencing, negotiating, and building strong relationships and partnerships.
- Can speak clearly and compellingly to individuals and groups, including media and public speaking.
- Strong communication and presentation skills, and evidence of being a persuasive and passionate communicator.

Problem-Solving and Creativity

- Skilled in evaluating information and making logical, high-level decisions.
- Can handle conflict calmly and effectively, staying in control during challenges.
- Focused on delivering results, finding opportunities, and managing risks.



Personal Attributes

- Passionate commitment to nature and communicating this to other people
- A leadership approach that inspires, motivates and develops others and cultivates trust and credibility.
- Open, collaborative, enthusiastic team-working approach to relationships with volunteers, staff, trustees and other stakeholders
- Passion, ambition, integrity, a positive attitude and a sense of mission.
- An action-oriented, proactive, practical, entrepreneurial, adaptable, empathetic and innovative approach.
- Excellent organisation and planning.

All candidates must show that they:

- Have a current full driving licence
- Are committed to equal opportunities and diversity
- Are able to work flexibly including some evenings and weekends.

The Isle of Man Government **National Insurance Holiday Scheme** allows individuals that have relocated to the Isle of Man for employment, who have not been tax resident in the Island for the immediate last five years, to claim back up to £4,400 National Insurance contributions at the end of their first 12 months in the island.

www.locate.im/relocating/uk/relocation-incentives/relocation-incentive



How to apply

Applications should be made through the [Networx portal](#) and should include:

- A covering letter (maximum two pages of A4) explaining why the appointment interests you, how you meet the criteria and what makes you the ideal person for the post.
- A CV (maximum two pages of A4) containing your qualifications and full employment history. Please provide your telephone contact number and email address.

No agencies at this stage please.

The closing date for applications is midnight on Wednesday 16th April 2025.

Pre-interviews online will take place in the week commencing 28th April and successful candidates will be invited for a second interview, ideally in-person to be held in the week commencing 12th May 2025.

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

We're **Wild About Inclusion**. To us, this means inspiring, empowering and engaging people from all backgrounds, cultures, identities and abilities to change the natural world for the better. It also means cultivating inclusive workspaces that are free from discrimination, where differences are valued and everyone can be themselves and flourish, just like in nature!

Thank you for your interest in Manx Wildlife Trust. We look forward to receiving your application.