



Manx
Wildlife Trust
Treisht Bea-Feie
Vannin



**Endangered
Landscapes
& Seascapes
Programme**

Job Title: Project Development Officer – Ushtaghyn glen – Faarkey follan (Clean waters – Healthy seas)

Employer: Manx BirdLife

Location: Laxey, Isle of Man, with regular travel across the project area.

Salary: £30,224 pa

Contract: Full time, 2 years Fixed-term

Closing date for applications: **Wednesday 30th September.**

About Ushtaghyn glen – Faarkey follan (Clean waters – Healthy seas)

This is a new and exciting project, funded through the Endangered Landscapes & Seascapes Programme and represents a significant opportunity to lay the foundations for long-term, integrated ecological restoration across the connected terrestrial and marine landscapes of the Isle of Man.

A first for the Island, the project will bring together conservation organisations, landowners, public bodies, community groups, businesses and local communities to co-design a shared ecological restoration vision and practical implementation plan. The work will extend from upland catchments through freshwater systems to coastal and marine environments, recognising that healthy ecological processes depend on connectivity across the whole landscape and seascape.

The project is a partnership between Manx BirdLife, Manx Wildlife Trust and the Department of Environment, Food and Agriculture with support from stakeholders including Biosphere Isle of Man, Manx National Heritage and others.

Purpose of the Role

We are seeking an ambitious, highly organised and collaborative individual to lead the coordination and development of an exciting new programme of landscape-scale nature restoration across the Isle of Man, from the uplands and river catchments through to the coast and marine environment.

As Project Officer, you will act as the central coordinating point for a partnership of organisations working together to develop an ambitious, evidence-led restoration plan for the Island. Working to a multi-partner Steering Group, you will bring together expertise, data and ideas from across organisations and communities, helping to turn a shared vision for a flourishing land and sea environment into a practical and investable programme of action.

A key focus of the role will be to build a strong understanding of the people, organisations and landholdings that make up the Island's hydrological system, from source to sea. You will lead stakeholder mapping and analysis, develop an effective communication and engagement plan,

and work with partners and local communities to ensure that a diverse range of voices are involved in shaping future restoration. Using a range of audience-appropriate approaches, from community meetings to digital engagement, you will help build understanding, support and enthusiasm for nature recovery.

You will also coordinate the development of an evidence-led matrix of restoration opportunities, identifying barriers to ecological processes and biodiversity alongside the feasibility, costs and potential impact of different interventions. Taking a whole-seascape approach, you will help identify where restoration can deliver the greatest ecological, social and economic benefits and where investment can create the conditions for natural processes to become increasingly self-sustaining.

A further key responsibility will be developing a targeted funding and investment plan, identifying potential long-term funding mechanisms and opportunities to support delivery. You will help to articulate the case for investment and ensure that the final restoration plan provides both an inspiring vision for the future and a clear, practical prospectus for implementation.

To enable this the project will develop a place-based Theory of Change, connecting the Island's terrestrial and marine environments – from upland landscapes and riparian corridors, through lowland catchments and into coastal waters. You will help ensure that this shared vision is embedded across the project and that the resulting restoration plan is holistic, sustainable and capable of delivering long-term environmental resilience.

We are looking for someone who is an excellent communicator and relationship builder, with strong project management and organisational skills. You will be comfortable working across organisational boundaries, managing multiple workstreams and bringing together people with different expertise and perspectives. Experience of environmental restoration, catchment management, marine conservation or land management would be highly valuable, as would an understanding of stakeholder engagement, funding development and partnership working.

The Project Officer will be employed by Manx BirdLife and will work closely with the three main project partners and the wider Steering Group. Specialist partners will lead on a legislative review and technical assessments, while the Project Officer will coordinate these activities alongside the wider programme to ensure that knowledge, evidence and outputs are effectively integrated.

This is an exciting opportunity to play a central role in shaping a long-term approach to nature restoration across the Isle of Man, connecting land and sea and helping to maximise the contribution of nature to climate resilience, biodiversity recovery and the Island's wider environmental, social and economic wellbeing.

If you are passionate about nature recovery, partnership working and creating practical solutions to enable landscape-scale restoration, we would like to hear from you.

Contact details

All queries and application must be emailed to queries@manxbirdlife.im

Applications must consist of a full CV with covering letter. Any potential candidates will be called for interview either in person or via zoom in the week beginning 12th October.

To find out more please visit www.ManxBirdLife.im/news-events/news/

Key Responsibilities

Project Management

- Lead the day-to-day development of the project.
- Monitor progress against milestones, outputs, risks and budgets.
- Prepare progress reports for the funder, steering group and senior management.
- Maintain project documentation and governance arrangements.
- Manage procurement of consultants and specialist services where required.

Partnership Coordination

- Build and maintain productive relationships with partners.
- Coordinate meetings of the project steering group and technical working groups.
- Facilitate collaborative decision-making across organisations with differing priorities.
- Ensure effective communication between project partners and stakeholders.
- Support partners to contribute effectively towards agreed project outputs.

Stakeholder Engagement

Lead the development of a comprehensive stakeholder engagement process that supports co-design of the restoration plan.

This includes overseeing:

- Production of a stakeholder mapping document identifying stakeholders throughout the island's hydrological system from uplands to inshore waters;
- Stakeholder analysis identifying influence, interests, opportunities and barriers to participation;
- Preparation of an engagement and communications plan;
- Delivery of inclusive engagement activities using appropriate approaches including workshops, public meetings, town hall events, one-to-one meetings and digital communications;
- Ensuring meaningful participation from landowners, communities, statutory agencies, NGOs, businesses and other key stakeholders.

Restoration Planning

Coordinate the development of an evidence-based restoration planning framework, including:

- Compilation and review of ecological, hydrological and socio-economic evidence;
- Coordination of technical specialists;
- Development of a restoration options matrix that assesses ecological barriers, biodiversity opportunities and restoration feasibility;
- Analysis of restoration interventions required to reach ecological tipping points where systems become increasingly self-sustaining;
- Identification of restoration priorities across the whole landscape and seascape;
- Preparation of a costed restoration plan with recommendations for phased delivery and long-term financing.

Theory of Change Development

Lead the collaborative development of a place-based Theory of Change that:

- Establishes a shared long-term vision for ecological recovery;
- Integrates terrestrial, freshwater and marine restoration;
- Aligns ecological restoration with sustainable community and economic objectives;
- Provides a framework for future investment, monitoring and adaptive management.

Financial Management

- Monitor expenditure and forecasts.
- Ensure value for money across project activities.
- Support identification of future funding opportunities.

Monitoring, Evaluation and Learning

- Develop systems for monitoring project progress.
- Collect evidence of project outcomes.
- Capture learning and best practice.
- Support dissemination of project findings to partners and wider audiences.

Expected Project Outputs

The Project Officer will oversee delivery of:

- Stakeholder Mapping Document.
- Stakeholder Analysis Report.
- Stakeholder Engagement and Communications Plan.
- Evidence Review.
- Restoration Options Matrix.
- Costed Integrated Restoration Plan.
- Place-based Theory of Change.
- Project reports for the Endangered Landscapes & Seascapes Programme.
- Final project report.

Partner and Stakeholder Support

The successful candidate will receive support from designated staff and have access to the expertise and knowledge of each partner organisation, ensuring they have appropriate guidance and support in areas where they may have limited experience or specialist knowledge.

Person Specification

Person specification/requirements	
Essential experience	• Successful management of complex environmental or conservation projects. • Coordinating projects involving multiple organisations and stakeholders. • Facilitating stakeholder engagement and collaborative planning. • Producing high-quality reports and project documentation.
Desirable Experience	• Budget management and financial reporting. • Delivering externally funded projects. • Monitoring, evaluation and risk management.

Essential Competences	• Excellent project management and organisational skills. • Strong facilitation and partnership-building skills. • Outstanding written and verbal communication. • Ability to work with diverse stakeholders and reconcile differing priorities. • Ability to interpret technical information and communicate it to varied audiences. • High level of competence with Microsoft Office and project management software.	
Desirable Competences	• Landscape-scale conservation and ecological restoration. • Catchment and ecosystem-based management including hydrological restoration. • Principles of stakeholder engagement and participatory planning. • Knowledge of the Isle of Man, its habitats and culture. • Experience working with GIS and spatial datasets. • Experience working with local communities and participatory planning. • Experience developing Theory of Change frameworks. • Understanding of ecosystem services and natural capital approaches. • Knowledge of marine conservation and coastal management. • Experience of European or international conservation funding programmes. • Budget management.	
Aptitudes	• Collaborative and diplomatic. • Self-motivated and highly organised. • Strategic thinker with problem solving skills. • Comfortable working across disciplines. • Able to build trust with a wide range of stakeholders. • Adaptable and solutions-focused. • Committed to inclusive participation and evidence-based decision making. • Passionate about landscape-scale ecological restoration.	
Qualifications and certifications	Essential • Degree (or equivalent experience) in environmental management, ecology, conservation, geography, project management or a related discipline.	Desirable • Project Management qualification (PRINCE2, APM, PMP or equivalent).
Other requirements/ considerations	• Own vehicle/transport (including insurance cover for business travel). • If not an Isle of Man Worker, eligible to apply for an IOM Work Permit.	