



## JOB DESCRIPTION

# PROGRAMME DIRECTOR, SCOTLAND



**SAVING SPECIES FROM EXTINCTION | [WWW.DURRELL.ORG](http://WWW.DURRELL.ORG)**

**DURRELL WILDLIFE CONSERVATION TRUST** is a Registered Charity with the Jersey Charity Commissioner, registered charity number: 1  
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**REGISTERED COMPANY NUMBER** 6448493 **REGISTERED OFFICE** c/o Intertrust Corporate Services (UK) Limited, 35 Great St. Helen's, London EC3A 6AP

**PATRON** HRH The Princess Royal **FOUNDER** Gerald Durrell, OBE, LHD **HONORARY DIRECTOR** Lee Durrell, MBE, PhD **CHIEF EXECUTIVE OFFICER** Lesley Dickie, PhD

# INTRODUCTION TO DURRELL

Durrell Wildlife Conservation Trust is an international charity working to save species from extinction. Headquartered in Jersey in the Channel Islands, Durrell focuses on the most threatened species in the most threatened places.

Established by author and conservationist, Gerald Durrell, in 1959, Durrell delivers its conservation mission through our three integrated core areas of operation:



**A centre of excellence  
in animal husbandry,  
research, training and  
education**



**Training future  
conservation practitioners  
and monitoring and  
evaluating conservation  
science which underpins  
all Durrell activities**



**Conservation action  
where it is needed most**

With a track record of 60 years, Durrell leads some of the world's longest running and most successful species and habitat recovery programmes. The quality of our work is equally as important as how we deliver it. Our values, underpin how we approach our work and the work environment we create.

# OUR VALUES

## PURPOSEFUL

We are clear on why we do what we do, are connected as an organisation, we understand and demonstrate enabling / delivery, we are passionate about what we do and work tirelessly to achieve it.

## ACCOUNTABLE

We are accountable for our actions; we act with integrity and always have the best interests of the Trust at heart. We take it upon ourselves to update our knowledge and deliver excellence, and our ethics are of the utmost importance.

## SUPPORTIVE

We develop and encourage our staff, we work as a team, work well with other departments and trust and respect each other. We promote a learning culture, treat people fairly, encourage diversity in the workplace, and value the opinions and views of others.



# JOB PURPOSE

This role will be responsible and accountable for overseeing and managing the delivery of Durrell's rewilding programme on the Dalnacardoch Estate in Scotland. They will be Durrell's lead representative in Scotland, developing and maintaining relationships with relevant stakeholders, managing the running of the Estate, overseeing peatland, native woodland and other restoration activities and ensuring monitoring and research is being undertaken.

The role will report to Durrell's Director of Field Programmes, working closely with all the Senior Leadership Team and liaising with the UK Programme's Manager. They will be responsible for managing the Rewilding Ecologist, Head Stalker, Gamekeeper, Stalking Pony Manager and any consultants working on the site. Additional staff may be hired in the future as the Programme develops.

PROGRAMME DIRECTOR

**DEPARTMENT**  
Field Programmes

**REPORTS TO**  
Director of Field Programmes

**CONTRACT**  
Permanent  
Full time (35 hours per week)

**LOCATION**  
Dalnacardoch Estate,  
Perthshire, Scotland



# KEY RESPONSIBILITIES

- Lead the development, management, and delivery of the Programme, coordinating the development of the Dalnacardoch Estate's management plan, including peatland, native woodland and river restoration activities, deer management, and commercial activities, in consultation with relevant DWCT Directors and UK Programmes Manager.
- Act as representative of DWCT in Scotland, building relationships and communicating regularly with relevant stakeholders, including statutory bodies (Cairngorms National Park Authority, NatureScot, Scottish Forestry etc), neighbouring estates, communities, the West Grampian Deer Management Group and partner institutions.
- Monitor, manage and report on the performance of the Programme, including monitoring and evaluation of financial and technical deliverables and its impact.
- Ensure effective running of the Programme and compliance of staff and projects with all processes and policies set out by Durrell, and statutory bodies.
- Ensure, alongside the Rewilding Ecologist, Director of Conservation Knowledge and Durrell's Science Manager, the implementation of a robust system for monitoring, evaluation and learning, including ecological baselines and ongoing monitoring programmes.
- Oversee the refurbishment and running of the Estate lodge, including for short-term commercial lets.
- Working with others across Durrell, develop an infrastructure masterplan for the site, seek permissions/approvals and lead on its implementation.
- Lead on the preparation and implementation of an annual Programme workplan and budget.
- Produce accurate and timely financial and programmatic reports to donors, stakeholders, government, and DWCT, keeping the Senior Leadership Team updated on progress.
- Contribute to fundraising for the Programme, working with colleagues to identify funding opportunities, liaise with donors, and develop proposals.
- Engage in policy related discussions and fora to influence government policy and strategies that promote biodiversity conservation.
- Represent DWCT at relevant meetings, workshops and strategy sessions in Scotland and internationally, as required.
- Recruit and manage staff, provide mentoring and support for professional and personal development, conducting performance appraisals, setting objectives, mentoring and providing regular feedback.
- Tender and oversee consultants and contractors.
- Liaise with other parts of DWCT where appropriate, including Finance, People and Values, Science, Training, Fundraising, Communications, Jersey Zoo and the Senior Management Team.

# KNOWLEDGE, SKILL AND ABILITY

- Proven leadership experience.
- Experience of managing a large estate, ideally in Scotland.
- Experience of deer management and Deer Management Groups.
- Experience of managing and delivering practical rewilding/nature conservation projects, preferably in rural Scotland.
- Excellent inter-personal skills, with the proven ability to build and maintain positive relationships with a range of stakeholders, both internally and externally, including communities, rural landowners, government agencies and contractors.
- Demonstrated understanding of rewilding, nature conservation and broader estate management issues, in particular forest and peatland restoration and deer management.
- Proven team leadership, management, coaching and capacity building skills; specialised training in personnel management desirable.
- Proven experience in financial planning and management, including developing and managing budgets.
- Familiarity with relevant Scottish government grant schemes and the Peatland Code is highly desirable.
- Experience of communicating and working with Scottish statutory bodies.
- Technical experience of peatland and native woodland restoration is desirable.
- A good knowledge and understanding of current legislative frameworks relevant to land management in Scotland, especially relating to species and habitat conservation is highly desirable.
- Proven ability to write clear, concise and informative technical and financial reports.
- Strong skills in project planning, financing, management, implementation, and evaluation.
- Excellent strategic thinking, decision making and problem-solving skills.
- Strong organisational skills, with ability to carry out multiple tasks to deadlines.
- Must be highly computer literate and able to use Microsoft Word, Excel and PowerPoint.
- Able and willing to work long hours and over weekends when required.
- A full driving license is essential.

# BEHAVIOURS AND VALUES

- Passionate about conservation and an understanding of and commitment to Durrell's vision, mission and aims.
- Acts with integrity and with the best interests of the employer at all times.
- Ability to demonstrate initiative and work well under pressure.
- Respectful of the opinions of others and willingness to collaborate.
- Ability to work independently but also works collaboratively with colleagues and partners.
- Demonstrate awareness of and sensitivity to cultural, ethnic, gender and ability issues.
- Works proactively and has a determination to reach targets and excel at tasks.
- Open to adopting creative approaches and problem solving when faced with challenges and limited resources where needed.



# OUR LOCATION



Dalnacardoch Estate, Perthshire, Scotland