



JOB DESCRIPTION

CONSERVATION SCIENCE MANAGER



SAVING SPECIES FROM EXTINCTION | WWW.DURRELL.ORG

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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

Under the direction of the Director of Conservation Knowledge, to lead the conservation science programme for Durrell. This includes leadership of the Conservation Science team, working with teams across the Trust to identify research priorities, setting Conservation Science strategy and policies, research delivery, operational management, budget-setting and tracking, partnership development and management, coordinating research grant applications, and post-graduate student supervision.

CONSERVATION
SCIENCE MANAGER

DEPARTMENT

Conservation Knowledge

REPORTS TO

Director of Conservation Knowledge

DIRECT REPORTS

Conservation Scientist
(MSG Co-Chair and core),
Conservation Scientist
(Wildcat and core),
Conservation Scientist
(IUCN Green Status)

HOURS

Full Time (35 Hours per Week)

LOCATION

UK



KEY RESPONSIBILITIES

- Managing the Conservation Science team (N.B. this does not currently include the Zoo Research Manager who will lead the zoo research and nature connection research programmes and reports to the Director of Conservation Knowledge);
- Delivering Durrell's conservation science strategy in line with Durrell's science policies, and leading the implementation of a multi-disciplinary research programme to guide Durrell's rewilding site and global programmes;
- Working with the Director of Conservation Knowledge alongside Field Programme, Zoo Operations and Conservation Knowledge colleagues to design and identify research priorities and oversee delivery of research projects;
- Contributing to the design of Field Programmes, and their monitoring and evaluation to ensure the Trust has access to the required data and analytical results to ensure our conservation work is as impactful as possible;
- Developing and managing research partnerships with UK and international Universities and other research bodies to expand research capacity across our programmes;
- Using broad range of analytical skills to regularly analyse the variety of data produced by our research programmes, with a focus on high-impact research with management implications, and publication of this research;
- Supporting other science and non-science staff in delivering data analysis, and providing training to other staff in analysis techniques, as required;
- Assisting in the design and implementation of a data storage and management plan for research data across the Trust;
- Overseeing Conservation Science team operations with regular reporting to Director of Conservation Knowledge;
- Coordination of Conservation Science team operations meetings;
- Setting and tracking team budgets;
- Work closely with Durrell's fundraising team and other colleagues to prioritise and pursue restricted funding opportunities;
- Supervision of MSc and PhD students to produce science to guide Durrell's rewilding and global programmes;
- Coordinating and tracking Durrell's scientific outputs;
- Represent the work of Durrell at conservation science events and meetings; and
- Work closely with the Director of Conservation Knowledge, and other departmental managers, to provide oversight of the overall work of the Conservation Knowledge department and to further develop its capabilities.

ADDITIONAL RESPONSIBILITIES

- Provide scientific input and support to the Conservation Effectiveness team to ensure Durrell's monitoring and evaluation is effective;
- Give lectures and conduct other training activities in support of the Conservation Training team;
- Prepare monthly, quarterly and annual reports as required by the Director of Conservation Knowledge; and
- Provide support to fundraising colleagues, including providing information to assist with funding proposals and donor reporting.

BEHAVIOURS AND VALUES

- Sensitive to working with people from different cultural backgrounds;
- Able to work with a variety of colleagues, building relationships which enable influence across non-direct line management relationships;
- Able to travel nationally and internationally, including to remote field sites;
- Able to demonstrate a clear passion and commitment to the role of science in supporting conservation action;
- Capable of planning and prioritising complex workloads with minimum supervision, working within agreed timeframes;
- Capable of showing initiative and working well under pressure;
- Capable of supporting junior staff in their professional development.



KNOWLEDGE, SKILL AND ABILITY

- A PhD in conservation science and 3-5 years post-doc research experience in a conservation practice setting, or equivalent;
- Experience of managing a multi-disciplinary research programme including external partners;
- A clear in-depth knowledge of key conservation science issues and concepts;
- Strategic and critical thinking skills; excellent judgement and decision-making skills;
- Experience of line-managing scientific and field-based staff; experience of supervising MSc and PhD students;
- Ability to chair meetings, facilitate discussions, synthesise verbal information and to generate consensus;
- Excellent scientific writing and communication skills;
- In-depth experience of statistics in ecology, with a focus on population and ecosystem monitoring, remote sensing and GIS;
- Excellent presentation skills;
- Experience of preparing research grant applications, managing budgets and writing donor-reports.

