

# Saltmarsh Recovery Manager

We are looking for an experienced, ambitious, practical and passionate individual to join the Trust's growing Marine & Coastal Recovery Team to lead the development and delivery of the Trust's active saltmarsh restoration work.

## Disclosure and Barring Service

Essex Wildlife Trust is committed to equal opportunities and maintaining a safe and secure environment for all children and young people. This role will involve working in regulated activity with children and young people. Therefore, the successful applicant for this position will be subject to vetting checks including an Enhanced Disclosure and Barring Service check with a barred list check. Please note, it is an offence to apply for this position if barred from engaging in regulated activity relevant to children.

## About Essex Wildlife Trust

We are the County's leading nature conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature and one of the largest Wildlife Trusts in the UK.

This is the most important decade in the history of nature conservation and an exciting time to be joining us. If we are to tackle the climate crisis and the ecological crisis, we need the best people to rally around environmental protection.

Our values are Inspiring, Collaborative, United and Professional.





## The Team

The Marine & Coastal Recovery Team delivers several ambitious and impactful projects to deliver marine and coastal recovery in Essex. Focus wildlife and habitats include saltmarsh, intertidal seagrass meadows, native oyster reefs, coastal sand and shingle and beach-nesting birds. For more information, visit our [website](#).

You will join us at an exciting time as we develop and scale-up our efforts to achieve marine and coastal recovery in line with the Trust's core aims of 30% of land and sea in Essex to be actively managed for nature's recovery by 2030, and 1 in 4 people in Essex taking action for nature and climate by 2030.





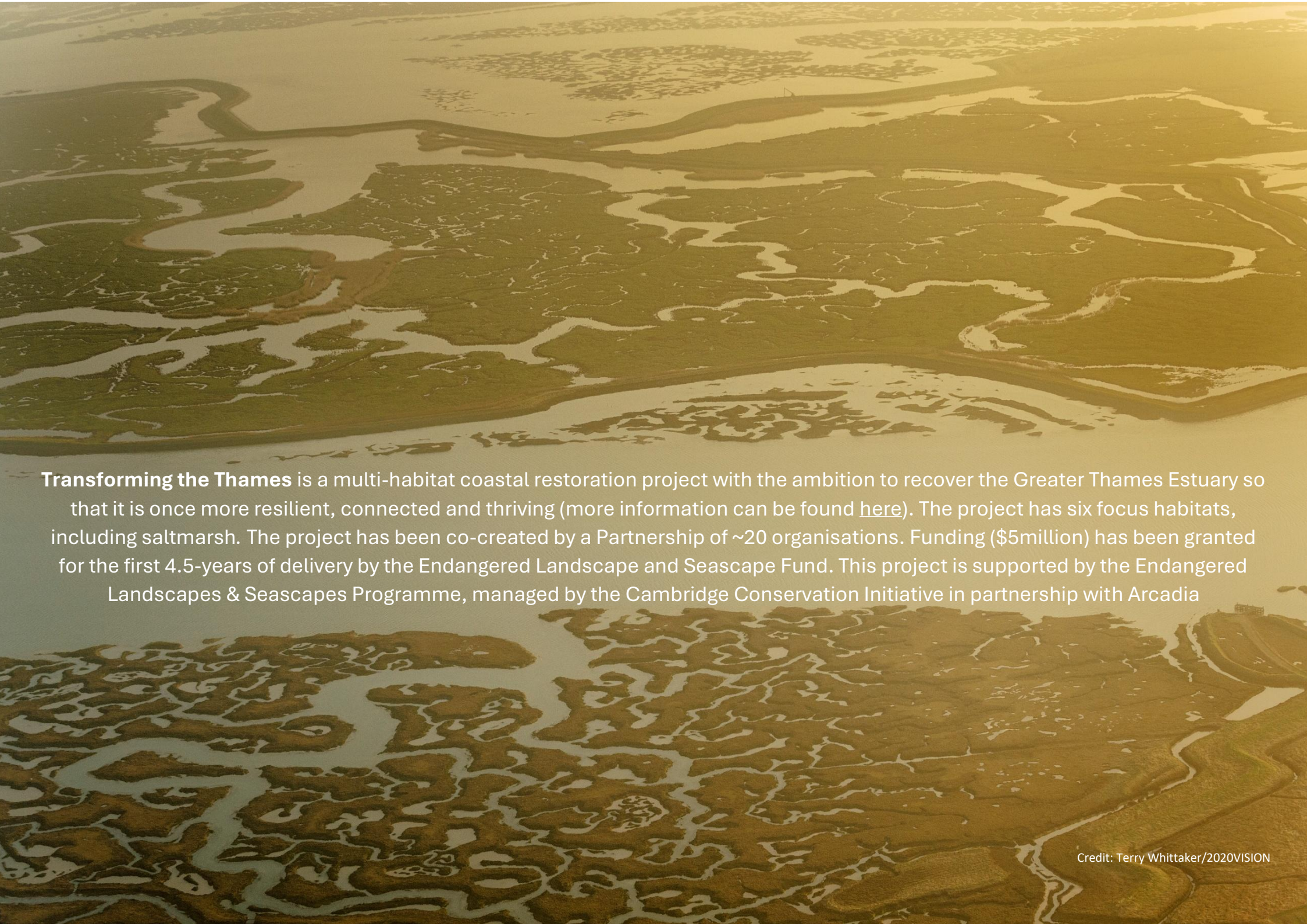
## The Role

The Saltmarsh Recovery Manager will lead the delivery and development of the Trust's saltmarsh recovery programme.

We aim to restore 7ha of existing saltmarsh using smaller-scale, experimental active restoration approaches at at least two sites in the Blackwater and Colne estuaries over a three-year delivery period. Collaboration and co-creation with coastal landowners is an important focus, as well as being the Trust's advocate for saltmarshes and saltmarsh recovery.

This role is funded through *Transforming the Thames* and will make a significant contribution to the partnership's impact and the development of the evidence base for future saltmarsh restoration in the Greater Thames Estuary.



An aerial photograph of a coastal wetland landscape, likely the Greater Thames Estuary. The image shows a complex network of winding water channels and marshland, with a mix of dark and light brown tones. The water channels are irregular and meandering, creating a labyrinthine pattern across the landscape. The marshland areas are interspersed between the channels, showing varying textures and colors. The overall scene is a vast, flat expanse of natural habitat.

**Transforming the Thames** is a multi-habitat coastal restoration project with the ambition to recover the Greater Thames Estuary so that it is once more resilient, connected and thriving (more information can be found [here](#)). The project has six focus habitats, including saltmarsh. The project has been co-created by a Partnership of ~20 organisations. Funding (\$5million) has been granted for the first 4.5-years of delivery by the Endangered Landscape and Seascape Fund. This project is supported by the Endangered Landscapes & Seascapes Programme, managed by the Cambridge Conservation Initiative in partnership with Arcadia



## Job purpose

The Saltmarsh Recovery Manager will lead the delivery and development of the Trust's saltmarsh recovery programme. This role is funded through [Transforming the Thames](#), a multi habitat coastal restoration project, and will make a significant contribution to the partnership's impact and the development of the evidence base for future saltmarsh restoration in the Greater Thames Estuary.

The role has three main aims. The first is to restore existing saltmarshes using smaller-scale, experimental active restoration approaches at at least two sites over 7ha in the Blackwater and Colne estuaries. The Saltmarsh Recovery Manager will plan, design, deliver and monitor the success of the saltmarsh restoration approaches (including consideration of beneficial use of dredged sediment (BUDS) and creek blocking approaches). This will involve practical, physical on-the-ground activities on the intertidal and will require a thorough understanding of experimental design and saltmarsh monitoring techniques. Strong data analysis and interpretation skills, as well as conducting regular monitoring and impact reporting for funders and the Trust will be key. You will proactively collaborate and share learnings with colleagues from the Zoological Society of London and the Medway and Swale Estuary Partnership, who are also restoring saltmarsh as part of Transforming the Thames.

The second aim is to build positive relationships with coastal landowners and stakeholders to co-develop a pipeline of future saltmarsh restoration projects in the Blackwater and Colne estuaries (in addition to those delivered above). Coastal landowners in the area are extremely knowledgeable about their land and the estuaries. There are several landholdings with degraded saltmarsh that may benefit from restoration (as identified through a recent ABPmer report *unpublished*). The Saltmarsh Recovery Manager will collaborate with a group of around 15 coastal landowners and co-create and develop at least two additional restoration projects, with funding sought and ideally secured within the three-year delivery period.

The third is to be an advocate for saltmarshes and saltmarsh recovery by providing opportunities for engagement, volunteering, research, and sharing learnings. A key part of the role will involve recruiting and training a group of specialised volunteers to support restoration activities. You will also collaborate with Marine & Coastal Recovery colleagues and colleagues from Transforming the Thames to deliver events and engagement activities and to champion and saltmarsh-related communications activities and campaigns.

## Key tasks

- Develop and lead the restoration approach (including consideration of creek blocking approaches, the beneficial use of dredged sediment (BUDS)) and experimental design of smaller-scale saltmarsh restoration trials in the Blackwater and Colne Estuaries, Essex as part of the *Transforming the Thames* project.
- Lead the on-the-ground delivery of smaller-scale saltmarsh restoration trials.
- Proactively work in collaboration with colleagues from the *Transforming the Thames* partnership.
- Develop and deliver a thorough standardised saltmarsh monitoring programme (pre, during and post restoration, including the use of drone surveys as a monitoring tool), and adopt appropriate indicators and metrics to inform success of the restoration approaches, in collaboration with *Transforming the Thames*.
- Secure all necessary licences and permissions, and undertake all necessary habitat and activity assessments, to carry out restoration, research and monitoring activities.
- Procure and maintain the equipment and materials needed.
- Proactively and sensitively build positive relationships with coastal landowners and stakeholders in the Blackwater and Colne estuaries to identify future saltmarsh restoration opportunities.
- Co-develop a pipeline of future saltmarsh restoration projects in the Blackwater and Colne estuaries with coastal landowners, including project design, licencing, costings and identifying (and ideally securing) funding.
- Recruit and train volunteers and citizen scientists to support active restoration activities.
- Manage project budget and finances of around £100K, ensuring thorough and accurate reporting and claims to the Trust, partners and project funders.
- Identify, and where possible, secure match-funding for the *Transforming the Thames* saltmarsh programme.
- Provide reports and updates to *Transforming the Thames* project partners and funders as required and represent the Trust at partnership meetings as required.
- Act as the Trust's saltmarsh specialist, being a first point of contact for queries and staying up-to-date with saltmarsh research, restoration approaches and activities, blue carbon and policy.
- Represent the Trust, the wider Wildlife Trusts and *Transforming the Thames*, and actively participate and share learnings at key meetings and conferences, including the Blackwater Partnership and the UK Blue Carbon Forum.
- Provide opportunities to engage, inspire and influence individuals and groups with saltmarshes, saltmarsh restoration projects (including managed realignments), and the Essex coast and Greater Thames Estuary.

- Be a spokesperson for the Trust's marine and coastal recovery projects and activities and for *Transforming the Thames*, including collaborating with the Communications Team to create and deliver inspiring and engaging social media, print, radio and TV content.
- To carry out any other duties that are within the scope, spirit and purpose of the role and the contract of employment, as requested by the Head of Marine & Coastal Recovery.

### **Additional Information**

- The role may entail some evening and weekend working.
- The role involves lone working in a variety of field and weather conditions
- The role requires an interest in working for a charity that is determined to protect wildlife for the future and for the people of Essex.
- The role requires the ability to drive, including a full driving licence and use of a vehicle, though pool vehicles may sometimes be available.
- The role is based at Abbots Hall, Great Wigborough, but requires regular travel across the county, with mileage paid for additional travel.







## Person Specification

- Demonstrable experience of designing, planning and delivering coastal habitat restoration projects and fieldwork.
- Relevant practical experience of active saltmarsh restoration (experience or knowledge of using dredged sediment beneficially for saltmarsh restoration is desirable)
- Expert knowledge and understanding of saltmarsh habitats and estuaries.
- Detailed knowledge and understanding of Essex's marine priority habitats and associated species and key marine issues
- Demonstrable experience of securing licences, consents and permissions for restoration activities, as well as experience undertaking relevant habitat impact assessments.
- Demonstrable experience delivering and demonstrating impact of a scientific conservation monitoring programme.
- Demonstrable experience managing practical fieldwork days in the intertidal.
- Demonstrable experience of undertaking risk assessments and managing risk when working on the coast.
- Demonstrable data management and statistical analysis skills using software, such as ArcGIS and R, as well as confidence using *Word, Excel and Powerpoint*.
- Experience of writing scientific reports and/or project review or funder reports.
- Experience of managing and reporting on project budgets and finances.
- A good track record of identifying and securing funding for conservation projects.
- A confident networker with proven experience of positively working in Partnerships and with stakeholders, and with specific demonstrable experience of collaborating with landowners in a proactive, relatable and pragmatic way and building strong relationships.
- Experience of line management of staff or volunteers and very good interpersonal and communication skills, with demonstrable ability to work as part of a close, multidisciplinary team.
- A confident problem solver with a capacity for innovation and a willingness to take on responsibility, use initiative and be adaptive; and the ability to work both individually and in an internal and external team environment.
- Excellent organisational skills, able to work under pressure and experience in managing multiple projects simultaneously, with delivery on time and within budget to meet deadlines.
- Possess excellent verbal and written communication skills with strong attention to detail and the ability to communicate and influence a range of audiences in person, on social media and via written information.
- Full UK-valid driving licence and use of a vehicle (Trust pool vehicles are available for work related activities).
- Physical ability to access sites and undertake site investigation with equipment.







## Terms

This role is a fixed-term, 36-month contract starting in January 2026 (Monday to Friday from 9:00am to 5:00pm) with a starting salary of £34,130 per annum.

The role will require a valid full UK driving licence and access to your own vehicle.

Annual leave entitlement starts at 26 days per annum increasing annually to 29 days plus Bank Holidays. We provide company sick pay increasing with length of service, an employee assistance programme, a combined 8% contribution pension scheme, staff social days, branded uniform, colleague nomination scheme and discounts in our Nature Discovery Centres.

## How to Apply

To make an application, please complete an online application form on our website by Tuesday 4 November 2025. Interviews will be held on Thursday 20 November and Friday 21 November 2025. We reserve the right to close this advert early. Please submit your application at the earliest opportunity.

Thank you for your interest in this position and I look forward to receiving your application.

**Rachel Langley**

**Head of Marine and Coastal Recovery**