

Saltmarsh Recovery Research Manager

We are looking for an 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 saltmarsh recovery programme.

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.



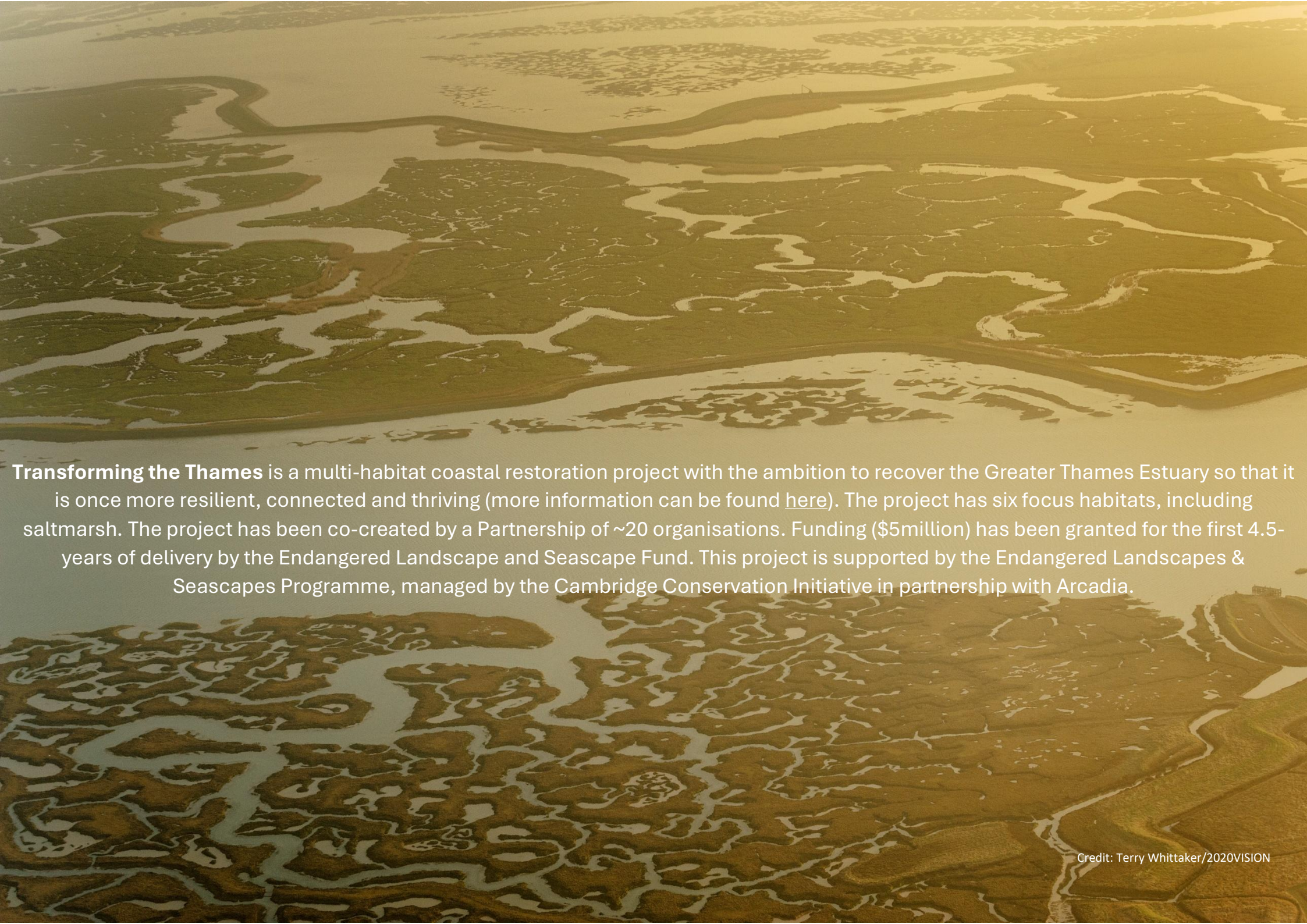


The Role

The Saltmarsh Recovery Research Manager will lead the development and drive the delivery of the Trust's extensive saltmarsh recovery programme on Essex's internationally important coast.

The postholder will deliver smaller-scale, experimental active saltmarsh restoration approaches, collaborate with landowners to develop new projects, and be a champion and advocate for saltmarshes.

The 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.



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

Funded through the prestigious, seascape-scale [*Transforming the Thames*](#) coastal restoration partnership project, the Saltmarsh Recovery Research Manager will lead the development and drive the delivery of the Trust's extensive saltmarsh recovery programme on Essex's internationally important coast. In implementing a key part of this major evidence-based project, this new role will make a significant contribution to both the on-the-ground conservation impact and a long-term legacy of scientific evidence for *Transforming the Thames* and future projects.

The role has three main aims:

- to restore existing saltmarsh using smaller-scale, experimental active restoration approaches on at least two sites in the internationally important Blackwater and Colne Estuaries, part of the Mid-Essex Coast SPA, Essex Estuaries SAC, and Blackwater, Crouch, Roach and Colne MCZ. The work involves planning, designing, implementing and monitoring the success of a variety of restoration techniques, including possible deployment of beneficial use of dredged sediment (BUDS) and sediment accretion trials. All this requires the ability to design and execute experiments in the intertidal environment, analysing and interpreting data, to present and share with colleagues from the Zoological Society of London (ZSL) and other saltmarsh restoration partners in the Greater Thames project area.
- to develop positive, productive relationships with knowledgeable coastal landowners, and other stakeholders, in order to co-develop a series of additional long-term saltmarsh restoration projects in these estuaries, based around the findings of a recent *APBmer* report, with legacy funding ideally secured within this three-year project.
- to act as the Trust's main advocate for saltmarshes and saltmarsh conservation, including recruiting and training a group of specialised volunteer citizen scientists to support restoration activities and evidence gathering.

You will also work closely with your Marine & Coastal Recovery Team colleagues, and *Transforming the Thames* leads, championing saltmarshes at events and engagements throughout the project.



Key tasks

- Develop existing and lead on designing experiments for smaller-scale saltmarsh restoration trials in the Blackwater and Colne Estuaries, Essex.
- 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, before-and after, standardised saltmarsh monitoring programme, including the use of drone surveys and adopting and sharing with partners, appropriate indicators and metrics to evidence the success of the restoration work.
- 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 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.
- Engage, inspire and influence individuals and local groups about saltmarshes, saltmarsh restoration projects (including managed realignments), and the conservation of 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.

Person Specification

- Demonstrable experience of designing, planning and delivering coastal habitat restoration projects and fieldwork.
- Practical experience of working on saltmarsh habitats.
- 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.
- A passion for wildlife and conservation and an awareness of the key challenges facing conservation charities and the natural environment.



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 Thursday 04 December at 09:00. Interviews will be held on Monday 15 December. 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. If you have any questions or would like to have an informal chat about the role, please contact me at rachel@essexwt.org.uk.

Rachel Langley
Head of Marine and Coastal Recovery