



**Essex**  
Wildlife Trust

## Land Manager

We have an exciting opportunity for an experienced Land Manager to join Essex Wildlife Trust.

### 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 impactful, collaborative, united and proactive.

### 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. Therefore, the successful applicant for this position will be subject to pre-employment checks including a Disclosure and Barring Service check. Please note, it is an offence to apply for this position if barred from engaging in regulated activity relevant to children.

## The Role

The Land Manager is a pivotal role within Essex Wildlife Trust, providing essential support to the team through the comprehensive management and administration of data for 100 reserves, covering approximately 9,000 acres of land.

By fostering collaboration across multiple teams, the Land Manager ensures that all land and property assets are managed in a manner that optimises both conservation and commercial outcomes.

As Land Manager, you will coordinate the administration and support the effective management of the Trust's land and property assets. You will maintain accurate records related to land ownership, leases, and boundaries, and oversee valuations, mapping activities, and compliance with relevant regulations and standards.





Regularly reviewing and refining administrative processes to enhance efficiency and accuracy is a key part of this role. You will monitor, assess, and mitigate financial, reputational, and legal risks associated with land management, and support land transactions. Working closely with conservation teams, you will help maximise the value of assets from both a conservation and commercial perspective.

This position is integral to the coordination of administrative tasks and the ongoing management of the Trust's land and property portfolio (for income and conservation outcomes). The work undertaken by the Land Manager underpins the financial success and conservation achievements of Essex Wildlife Trust, directly contributing to the organisation's mission to create a Wilder Essex where nature can flourish.



# Job Description

Essex Wildlife Trust acts as a custodian for nearly 100 reserves, making up almost 9,000 acres. Across these reserves we are managing multiple land issues.

As Land Manager, you will play a pivotal role in safeguarding Essex's natural landscapes, focusing on the legal and commercial side of operations. Working collaboratively across teams, you will ensure our land assets are managed to maximise conservation and commercial value, supporting Essex Wildlife Trust's mission.

## Key Tasks

- Take operational responsibility for co-ordinating the administration and supporting the management of our land and property assets.
- Maintain accurate records of land ownership, leases, obligations, and boundaries – developing a quarterly review process.
- Oversee valuation, mapping and compliance for all land and property assets.
- Provide ongoing oversight and monitoring to reduce reputational and financial risk.
- Support the Commercial Director and other staff with the administration of purchases and disposals of land assets.
- Mitigate disputes, meet compliance standards, funder expectations, and leasehold / land management conditions to reduce legal risk.
- Collaborate with the conservation teams to maximise return for nature and financial returns from that land.



# Person Specification

- Proven experience in land management: Minimum 3 years preferred.
- Planning and prioritisation: Able to manage multiple tasks and projects across a geographically dispersed estate.
- Strong project delivery and contractor management skills: Ability to plan and deliver practical land management across multiple sites, including managing budgets, timelines, and resources.
- Problem-solving and decision-making: Strong operational judgement to respond to site-level risks, infrastructure failures, and practical challenges.
- Communication and collaboration: Ability to work with internal teams (e.g. conservation, commercial, operations) and external partners (e.g. tenants, neighbours, local authorities).
- Risk assessment and management: Skilled in identifying and mitigating operational risks related to land management, public access, and environmental factors.
- Record-keeping and tracking: Organised and thorough in maintaining logs, inspection records, compliance documents, and contractor files. Comfortable with database management and use of relevant technology systems and tools.

## Additional Information

- The role may entail some evening and weekend working.
- 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 Great Wigborough, Essex, but requires regular travel across the county and beyond, with mileage paid for additional travel.



Credit: Luke Massey/2020VISION

## Terms

This role is a fixed term position for 2 years. The hours of work are 37.5 hours per week, with a starting salary of £40,000 per annum. The base of work will be Abbots Hall, Great Wigborough.

Essex Wildlife Trust offers flexible homeworking arrangements. Further details of the hybrid-working arrangements will be shared at interview.

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, colleague nomination scheme and discounts in our Nature Discovery Centres.

## How to Apply

Please complete an online application form on our website by 9am on Thursday 26 February 2026. Interviews will be held on 03 and 04 March 2026 at Abbots Hall. If you would like an informal chat about the role, please feel free to contact [jobs@essexwt.org.uk](mailto:jobs@essexwt.org.uk)

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

Ben Champion  
**Commercial Director**

