



Company No. 087312C | Registered Charity No. 711

Job Description and Terms of Work: Reserve (Site) Manager, Manx BirdLife Point of Ayre National Reserve

The opportunity

Manx BirdLife is seeking a highly motivated Reserve (Site) Manager with proven experience of gravel pit restoration to lead the development of the Isle of Man's most significant nature reserve in generations, strategically located on the Island's beautiful North Ayres coast.

Manx BirdLife holds an initial lease for 105 acres of exhausted aggregates quarry. Over time, the site has potential to grow to 450+ acres as land exhausted of its commercial aggregates becomes available to the nature reserve.

Our aim is to create a very special place for nature and for people – a world class centre of excellence for nature conservation, environmental education and citizen science. The reserve will be of especial importance for migratory and wintering birds, as well as many breeding birds and other wildlife of conservation concern. It will comprise a mix of freshwater, wet grass and marsh, dry scrubland and Gallic heath habitats.



The Manx BirdLife Point of Ayre National Reserve and selection of species represented throughout the year.

Key species

Already the old quarry workings are bursting into life. One hundred and seventy-eight species of wild bird, representing more than half of the Island's recorded avifauna, have been recorded around the site; and new plants, insects and other organisms are being discovered on site each year, some entirely new to the Isle of Man.

Key bird species include Red-billed Chough, Hen Harrier, Curlew, Eider, significant wintering populations of Pochard and Goldeneye plus breeding Gadwall and Shoveler, as well as spring and autumn migrants.

Project goals and benefits

For nature, there are three broad goals:

1. To conserve biodiversity by protecting vulnerable and endangered native Manx wildlife;
2. To restore lost biodiversity by encouraging the return of former breeding and visiting species;
3. To nurture new biodiversity by attracting new species to breed and to visit the Isle of Man.

For the Island's community, there will be important benefits, for example:

1. The emergence of a highly attractive new outdoors destination;
2. Improved physical and mental well-being through enjoying greenspace and connecting with nature;
3. Enhanced opportunities for environmental education and development of life-skills;
4. Informing attitudes to nature and the environment, changing behaviours across the age spectrum.

For Government, the project will deliver:

1. Outcomes towards the Isle of Man's Programme for Government;
2. Tangible fulfilment of the Island's Biosphere pledges;
3. Significant and durable achievement against DEFA's biodiversity strategy;
4. Objectives within the Climate Change emergency action plan and Climate Change Bill.

Partnership



The project will succeed through a partnership of people, organisations and Government, especially the Island's community in concert with quarry owner, Island Aggregates, and expert nature conservation and restoration input from the Royal Society for the Protection of Birds.



For more about the new reserve and its wildlife, see the presentation given by Manx BirdLife to Honourable Members of Tynwald in July 2019 at <https://www.youtube.com/watch?v=uutDdMyPKDo> and the webpage <http://ManxBirdLife.im/Point-of-Ayre/>.



The new Manx BirdLife Point of Ayre National Reserve nests just inside the Isle of Man's beautiful and rugged North Ayres coast with its links system of shingle, sand, heath and rough pasture.



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Job Description

Job title	Reserve (Site) Manager, Point of Ayre National Reserve
Term	Initial one or two-year contract <i>Subject to negotiation with the appointee; secondment would be considered.</i>
Location	Isle of Man
Reporting to	Managing Director, Manx BirdLife
Commencing	ASAP
Job role	To plan and manage the establishment and running of the Isle of Man's flagship new nature reserve at the Point of Ayre, including development of the nature reserve and engagement of the local community in supporting the project.
Key tasks	<ul style="list-style-type: none"> • Develop and implement the reserve management and maintenance plan, which shall include the project vision and outcomes for both nature and people. • Schedule, organise and obtain appropriate permissions for site development, including habitat creation and visitor infrastructure. • Manage the site budget, including forecasting, cost control and financial reporting, ensuring financial compliance and probity at all times. • Provide the main point of contact for the local community, building good relationships with the local authority, potential supporters and influential individuals. • Regular monitoring of bird and other wildlife populations, including agreed BTO and RSPB surveys, to ensure continuity of biological records. • Establish and manage a local volunteer team to assist with tasks such as site work, monitoring and surveying, public relations and fundraising. • Work with Manx BirdLife colleagues to secure funding to support the project and to ensure compliance with any funder requirements. • Ensure the safe operation of all site activities, maintaining up-to-date risk assessments as necessary and compliance with these. • Day-to-day liaison as necessary with Island Aggregates (the landlord and operator of the neighbouring quarry activities) to ensure continued good relations.

	<ul style="list-style-type: none"> At all times to act as an ambassador for Manx BirdLife’s values and goals, to the Isle of Man community and to all within the charity’s sphere of activity and influence. To undertake other duties as part of the Manx BirdLife team, as directed by the Managing Director. 	
Key relationships	Internal <ul style="list-style-type: none"> Managing Director Education Officer Volunteers Supporters 	External <ul style="list-style-type: none"> Operations Manager, Island Aggregates Reserve visitors and the general public Community/supporter groups and individuals DEFA Rangers and Wardens DOI and other statutory bodies National and Local Authorities Emergency Services Suppliers
Essential skills and knowledge	<ul style="list-style-type: none"> Principles of quarry restoration and land management for nature conservation. Ecological requirements of the relevant habitats and target species. Health & safety for environmental, visitor and volunteer management. Project planning and management. Leadership and people management. Budgeting and financial control. Supplier relations including negotiation, procurement and contract management. Administration and office desktop applications (MS Office Suite, ArcGIS). Interpersonal skills for people management and community relationship-building. 	
Essential experience	<ul style="list-style-type: none"> Proven track record of managing nature reserves including quarry (or similar) restoration for nature conservation. Devising and submitting applications for planning and related permissions, dealing with the relevant regulatory authorities. Designing and supervising the construction of visitor infrastructure. Managing volunteer and community relations. 	
Desirable qualifications, knowledge, experience and qualities	<ul style="list-style-type: none"> First degree. Working knowledge of project management principles. Self-starter-finisher working effectively and efficiently to own high standards. Team player. Confident communicator and presenter, comfortable in both formal and informal situations. Adaptability to local situations and flexibility to the arising demands of the role. 	

Terms of Work

Work Permit

For non-Isle of Man Workers, a Work Permit is required (see <https://www.gov.im/categories/working-in-the-isle-of-man/work-permits/>). Any offer of employment will be subject to successful application *by Manx BirdLife* for the appropriate Work Permit.

Income Tax

A new comprehensive Double Taxation Agreement and Protocol came into force between the UK and Isle of Man in 2018. If you need more information about this, please contact the relevant tax office in the country in which you are resident for tax purposes.

Usual place of work	Time will be split between the site (Point of Ayre) and Manx BirdLife HQ (Laxey).
Hours of work	37.5 hours per week. Usually Monday to Friday 0900 – 1730 with 1 hour for lunch. Some out of hours and weekend work, including emergency hours if called upon, will be required.
Remuneration	£tbc per annum, paid by bank transfer on 20 th of each month.
Tax	The Isle of Man operates its own independent ‘income tax’ regime. This can be beneficial (subject to personal circumstances) to those relocating from the UK, and professional advice should be sought.
Annual leave	20 days per annum. Plus 10 public/bank holidays (New Year’s Day, Good Friday, Easter Monday, International Workers’ Day, Spring Bank holiday, Senior TT Day, Tynwald Day, Late Summer Bank Holiday, Christmas Day, Boxing Day).
Sick pay	The Isle of Man has no statutory sick pay requirements.
Relocation costs	If applicable, costs of return ferry travel to the Isle of Man plus assistance with finding local accommodation will be provided.
Out of pocket expenses	As to be agreed with the Managing Director, mileage (additional to daily mileage to and from usual places of work) and other reasonable expenses will be reimbursed.
Essential requirements	<ul style="list-style-type: none"> • Full driving licence with no current convictions. • No financial or other convictions in contravention of Work Permit requirements. • Own transport (vehicle) for commuting and getting to meetings across the Island. • Able to manage an outdoor workload that includes facilities maintenance, habitat management, site monitoring, species surveying, and significant lone working.

Key contact

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More information about Manx BirdLife

Our website can be found at www.ManxBirdLife.im.