

Green Skills Conference

Nature Recovery Breakout
Session

A 2030 Mission for Nature

- 30% of land and water managed for nature recovery by 2030!
- Current % is approx. 3%
- Skills gaps and capacity needed to achieve the 2030 mission?

Nature Recovery Needs Nature Based Jobs & Skills

“It’s just a bunch
of Ecologists
right?”

Examples of Nature based jobs needed for nature recovery: Marine biologists, administrators, woodland contractors, groundworks contractors, fencing contractors, fisheries scientists, communications officers, monitoring specialists.

More Examples: Conservation scientists, researchers, GIS experts, hydrologists, geomorphologists, ecologists, nature reserve managers, Environmental advisors, Conservation advisors,

Skills, qualification, requirements for three examples

Prof. Geoff Hilton – Head of Conservation Evidence at WWT Conservation research, science, academia etc

Rebecca Charley – Strategic Lead for Nature Recovery and Biodiversity at Stroud District Council: Biodiversity and conservation “advisors”

Chris Uttley – Climate, Economy and Flood Risk Manager at Stroud District Council: Implementing nature recovery and nature based solutions on sites and land.

skills & opportunities in nature recovery evidence & research



- Who am I?



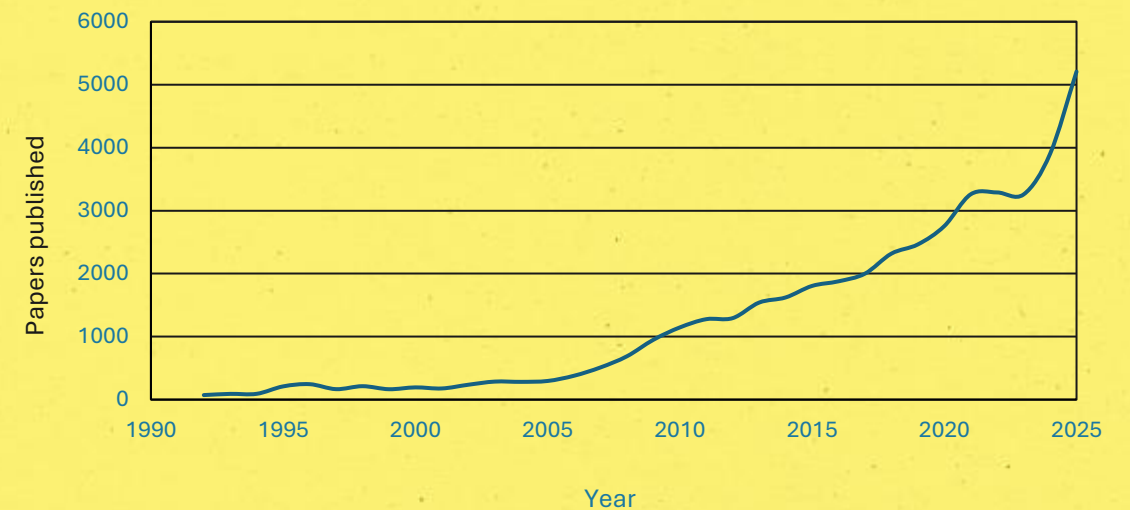
- What is WWT?



Why science in nature recovery?

Science creates robust evidence, which supports good decision-making:

- What should we do to recover nature, where should we do it, how should we do it?
- What are the benefits and costs, barriers and enablers to restoring nature?



What qualifications are needed?

- It's a high qualification area
- Graduate jobs, postdoctoral jobs
- Many graduate jobs now go to people with masters
- Degrees in natural, physical and social sciences



What skills are needed?

Broad-ranging:

- Natural sciences (ecology, genetics, behaviour)
- Physical sciences (physical geography, environmental science)
- Social sciences (psychology, sociology, economics...)
- Misconceptions: we are *not* all hyper-rational, mathematically-minded boffins
- You *do* have to be analytical, persistent, resilient and flexible





Where are people with these skills employed?

- Academia
- Environmental NGOs
- Government (including local)
- Ecological Consultancy

- These vary in: scientific freedom, pay and pension, job security, funding available, potential to focus on science, difficulty of getting into
- People do move between them
- People move from doing science to using the science skills they have acquired

A regional hub

- NGOs: WWT, National Trust, Soil Association, Wildlife Trusts
- Universities: RAU, Uni Glos, Hartpury, UWE, Bristol, (Exeter, Cardiff)
- National Wildlife Management Centre, Forestry England..
- Many consultancies
- Ecotricity, Natural History Unit, Bristol Zoo



Nature recovery science as a career..

- Slow and competitive to get into
- Very rapidly expanding
- Becoming more professional
- Becoming more commercial
- No longer solely ecologists
- Very rewarding but beware ecological grief





WWWT

For wetlands. For life.

Green Skills workshop

**Nature Recovery and
Land Management**

**Rebecca Charley
Strategic Lead for
Nature Recovery and
Biodiversity
Stroud District
Council**



Nature Recovery Adviser Roles

- **Work with farmers, landowners and estates**
- **Advise on land management, environment and business**
- **Bridge policy, funding and on-the-ground delivery**



What roles are there?

- **Policy maker**
- **Farm adviser**
- **Ecologist**
 - **Conservation bodies**
 - **Planning**
 - **consultancy**
- **Mapping**
- **General adviser**
- **And more**



Key Skill & Knowledge Areas

- Like talking to people!
- Background in farming/land management
- Agri-environment schemes (ELM, SFI, Countryside Stewardship)
- Biodiversity Net Gain (BNG)
- Local Nature Recovery Strategies (LNRS)
- Soils, water, habitats and species management





Know When Specialists Are Needed

- **Protected species surveys (licensed ecologists)**
- **Hydrology and flood modelling**
- **Soil science and carbon assessment**
- **Landscape-scale habitat design**
- **Legal or planning expertise**

What function to these roles perform?

- **Translate policy into practical land changes**
- **Act as trusted intermediary between sectors**
- **Support farmers to access funding**
- **Deliver habitat creation and restoration**





Key Takeaways

- **Highly interdisciplinary role**
- **Strong demand for people combining technical + advisory skills**
- **Growing importance with ELMs, BNG and habitat banks**
- **Clear need to understand the vagaries of the farming sector**
- **Clear need for upskilling across sector**



Salary Ranges (UK Indicative)

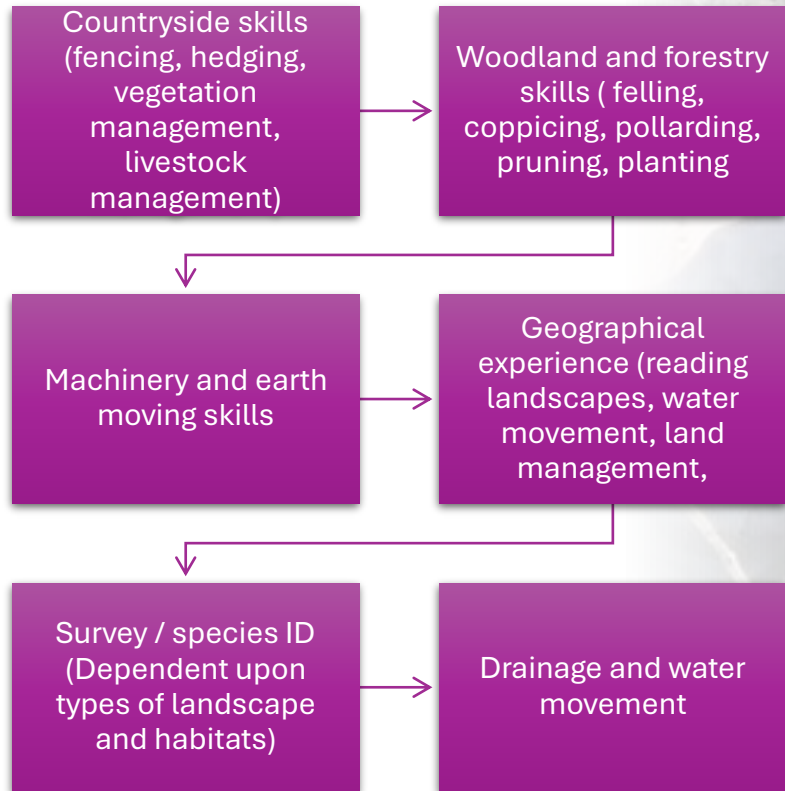
- **Entry-level / Graduate: £25k – £32k**
- **Mid-level adviser: £32k – £45k**
- **Senior / Specialist adviser: £45k – £60k+**
- **Consultancy roles may pay higher**

Implementing nature recovery and nature-based solutions on site. Example Roles:

Countryside managers, nature reserve managers, natural flood management officers, eNGO conservation and nature recovery officers, woodland and forestry managers, rewilders, farmers under-taking nature recovery, Groundworks contractors,



Skills and Knowledge (Core)



Skills and Knowledge (Assumed)

- Financial and budget management
- Engagement, communications and social skills
- Administration
- Funding applications writing



Specialist
Training
Providers
Examples
from
elsewhere:

[Home | LANSS](#)

[What We Do -
Lantra](#)



LAND + NATURE
SKILLS SERVICE

SEARCH



ACCOUNT



MENU



COURSES

OPPORTUNITIES

CONTACT

VIEW BY CATEGORY

Agriculture + Horticulture
Animal Care + Management
Buildings + Property
Business + Financial
Engineering + Machinery
Environment + Nature
Forestry + Woodlands
Outdoor Activity
People + Education
Water + Catchments

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Question & Discussion Prompts – Nature Recovery

Do we know how many people are employed in nature recovery based professions and jobs in Gloucestershire or the size of the nature based economy?

Is Gloucestershire able to train and educate for the skills we need for nature recovery? Or do we import skilled people?

How can we increase capacity and provision of land and nature skills? Can existing providers do more or do we need a “LANSS” for Gloucestershire?