

HEAD OF SCIENCE AND BIODIVERSITY CONSERVATION



JOB DESCRIPTION



HEAD OF SCIENCE AND BIODIVERSITY CONSERVATION

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HEAD OF SCIENCE AND BIODIVERSITY CONSERVATION



WELCOME

Thank you very much for your interest in this appointment with the National Botanic Garden of Wales.

We live at a time of vast changes in society, science and technology, and we face major environmental challenges and ongoing losses of biodiversity. The National Botanic Garden of Wales (NBGW) is providing this unique opportunity to make an impact in research, its application and knowledge sharing.

The NBGW is dedicated to the research and conservation of biodiversity, to sustainability, and lifelong learning. The institution is powerfully placed to integrate science across the whole organisation and fulfil its commitment to connect audiences with plants and our evidence-based research and collections. Equally NBGW can challenge how people think about biodiversity and regenerative agriculture – past, present and future. To deliver this commitment, the institution draws on its unique collections and estate including the botanic garden, Waun Las National Nature Reserve and organic farm, laboratory and seed banking facilities and pioneering programmes.

The Head of Science and Biodiversity Conservation will ensure the management of the National Botanic Garden of Wales is underpinned by evidence-based science and is an exemplar of regenerative land management that makes clear links between plant sciences, biodiversity and sustainable agriculture. This role will strengthen and expand the institution's reach and reputation and ensure it is clearly articulated at a local, national and international level.

Following a change in leadership, with the appointment of Dr Lucy Sutherland as NBGW Director in Autumn 2022, this is an exciting time to join the institution as it embarks on implementing

its ambitious 10-year Strategic Plan with the aim of extending its national and international profile, reach and capabilities.

The impact from your work will form an important part of positioning the National Botanic Garden of Wales into the future and contributing to the leading work within Wales. We are looking for someone to provide strategic leadership, exemplary partnership capability and contribute to the realisation of a compelling vision for the NBGW as an internationally renowned centre for biodiversity conservation and research. Your expertise and knowledge will be fitting for a national institution that has a long impactful collaboration with many academic, government, business and industry partners. We will work with the postholder to create an affiliation with an appropriate academic institution.

We welcome applications from everyone – diversity, inclusion and the feeling of belonging matter to us. We are looking for an ambitious, talented and committed science leader who wants to play a vital role in the future of our agenda.

If that is you, we look forward to hearing from you.

Dr Lucy A. Sutherland

Director, National Botanic Garden of Wales



THE ORGANISATION

The National Botanic Garden of Wales (NBGW) is a company limited by guarantee and a registered charity dedicated to research, conservation, sustainability, learning and the inspiration of our visitors and the wider community.

The NBGW has a purpose-built Science Centre with three dedicated molecular labs, a teaching lab, library, herbarium and the National Seed Bank of Wales. This combined with over 200 ha, containing the formal botanic garden with specialist plant collections, three apiaries, and Waun Las National Nature Reserve managed as organic farmland, provides Wales with an unrivalled facility for conservation and research.

The NBGW is described as a national asset in the Science Strategy for Wales and it aligns with both national and international strategies for biodiversity, sustainability and wellbeing. Of particular priority internationally are the United Nations' Sustainable Development Goals, whilst at the national level the Wellbeing of Future Generations and Environment Act provides a strategic framework for NBGW's activities.

The NBGW is the first botanic garden in the United Kingdom to be recognised by Botanic Gardens Conservation International achieving all three levels of conservation accreditation, including Advanced Conservation Practitioner.

The NBGW emerges from the pandemic as a multi award winning site, including the Institute of Chartered Engineers (ICE) People's Choice Award for its restored historic landscape, and with an enhanced reputation as an international centre for horticulture, science, conservation and sustainability.

The institution's collections and research are part of a global community of botanic gardens. We have



a vital role in making discoveries and providing training and knowledge transfer for the benefit of people, wildlife and the environment. Together with universities, the Welsh Government and non-government partners, various disciplines are being brought together to make new discoveries that combat the loss of biodiversity. Key areas of work:

- Conserving Wales' iconic plants and habitats. Biodiversity occurs at the level of the gene, species and ecosystem and we use DNA based techniques to support conservation at all three levels.
- Using DNA metabarcoding to investigate the foraging preferences of pollinators, providing recommendations for the plants and habitat management needed to support ecosystems.
- Training the next-generation of plant scientists and land managers by providing opportunities for students to learn and develop research skills.

With around 100 staff, 200 volunteers and around 10,265 members the National Botanic Garden of Wales is a vibrant passionate community of people dedicated to make an impact with everything we do.

HEAD OF SCIENCE AND BIODIVERSITY CONSERVATION

THE ROLE

Title

Head of Science and Biodiversity Conservation

Organisation

National Botanic Garden of Wales
(registered charity no. 1036354)

Location

Llanarthne, Carmarthenshire

Salary

The salary range for the Head of Science and Biodiversity Conservation role is based on teaching and research salaries in academic institutions and depends on experience in research and successful securing and management of grants £44,414 - 63,059

Reporting Line

Reporting to Director, National Botanic Garden of Wales

Level

Sits on the Senior Leadership Team and will be networked in to represent NBGW on national and international organisations. This position will be supported to create an appropriate university affiliation.

Team

4 Direct reports and managing an overall team of 9 people; in addition there is a dedicated volunteer team.

Key Relationships

Director: Senior Leadership Team; NBGW Board; Wales' university sector; national and international partners; media; scientific, conservation and relevant industry sectors.

Travel

Travel and fieldwork as required. Must be willing to travel as senior representative of the institution.

Pension Arrangements:

Nest Scheme - meets the qualifying standards set by the government for auto-enrolment Schemes. In order to comply with the Pensions Act 2008, the NBGW has a duty, with effect from 1st May 2014, to automatically enrol or re-enrol any eligible jobholder into a qualifying pension scheme. You are an eligible jobholder if you are aged between 22 and the State Pension Age and earn above the threshold set by government. If you are eligible the NBGW will automatically enrol you in the Nest Scheme and notify you in writing. You will have the right to opt out of the Nest Scheme.

Standard Life Scheme - Employees engaged on permanent contracts of employment, and who have successfully completed their 6-month probationary period, may apply to join the NBGW Standard Life money purchase pension scheme. Following acceptance by Standard Life, deductions of 5% will be made from your earnings and the same will be contributed by NBGW. You may contribute more of your earnings if you wish but the NBGW contribution will remain at 5%. If you are accepted as a member of the Standard Life Scheme, you must opt out of the NEST Scheme, as NBGW will only contribute to one pension scheme on your behalf. If you do not opt out of the NEST scheme, NEST will be the scheme to which NBGW contributes on your behalf.

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THE ROLE

Knowledge:

Essential

- Educated to postgraduate level with relevant professional qualification(s) and/or experience in a related area.
- Extensive knowledge and understanding of the collections, science, museum and/or heritage sector(s).
- Knowledge of development, implementation and dissemination of a relevant programme of research for a science institution.
- Knowledge of how access can be provided to collections to a diverse range of audiences e.g. loans, exhibitions, digitally.
- Knowledge of best practice for integrated collections care and storage, documentation, development and conservation activities in a medium sized collections institution.
- Successful history of securing and managing research and applied science grants.

Desirable

Knowledge of partnership working at national and international levels.

Skills:

Essential

Strategic Leadership

- Able to provide proactive strategic leadership to the NBGW in science and biodiversity conservation, inspiring others to partner, research and contribute towards the vision and to be part of it.
- Able to represent the NBGW throughout Wales, the UK and internationally in a range of different settings.
- Able to manage resources, including the control of budgets and grant funding, and performance management of staff.
- Able to communicate confidently and persuasively with diverse audiences.
- Able to give clear and consistent advice to the Board of Trustees, Director, Senior Management Team and others on science, conservation and regenerative agriculture related matters.
- Able to build and maintain relationships and work in partnership with a variety of stakeholders nationally and internationally.

Desirable

Welsh language skills. Non-Welsh speaking staff will be encouraged and supported to learn Welsh conversational skills.



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THE ROLE

Experience:

Essential

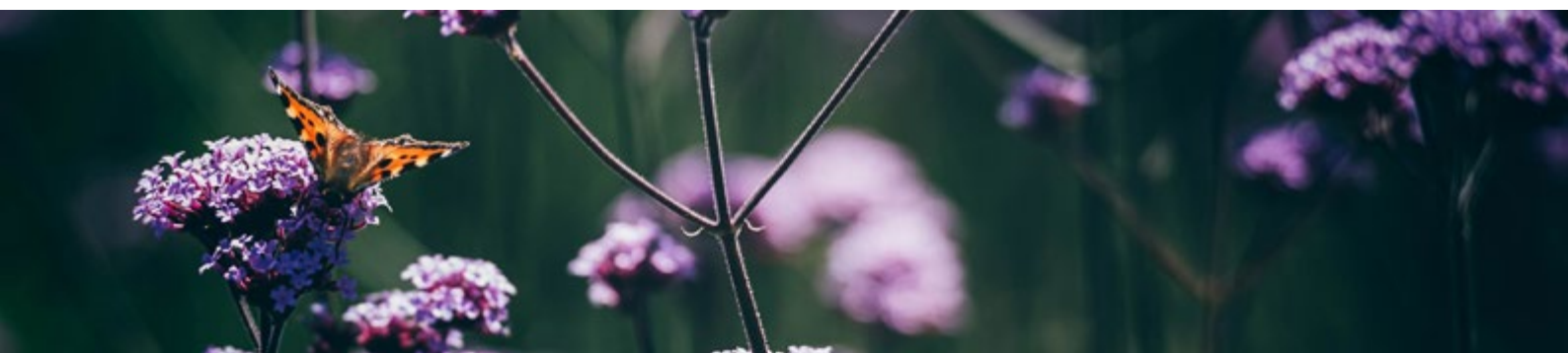
- Experience of managing, motivating and providing leadership for a multidisciplinary team.
- Experience of efficient and effective management of resources, including the planning and co-ordination of staffing and budgetary resources in science and research organisation(s).
- Experience of developing, managing and disseminating a focused science and biodiversity conservation research programme.
- Success in identifying and securing grants or other funding for science related activities.
- Experience of delivering academic teaching and research projects, including a track record of publishing research findings.
- Track record of successful doctoral and post-doctoral research activities.

Desirable

- Significant relevant experience of contributing to strategic level decision making in a science, museum and/or heritage organisation or academic institution.
- Experience of successful delivery of significant projects.
- Experience in developing and implementing science professional services to generate income.

Most Challenging Parts of the Job:

- Inspirational leadership across a lean and complex third sector organisation and ensuring it's the relevance of its science to Welsh Government and support to the *Well-Being of Future Generations Act* (Wales) 2015.
- Delivering inspirational research and education.
- Generating income to enable the delivery of science and biodiversity conservation outcomes.
- Delivery of strategies which meet national and organisational objectives delivered from the third and research sectors.
- Increased physical and digital access to the collections and their stories for diverse audience groups.
- Balancing conflicting priorities within and across the organisation.



HEAD OF SCIENCE AND BIODIVERSITY CONSERVATION

NEXT STEPS

We are a bilingual institution. We welcome applications submitted in Welsh, an application submitted in Welsh will not be treated any less favourably than an application submitted in English.

Shortlisted candidates will be invited for interviews.

We welcome applications from everyone – diversity, inclusion and the feeling of belonging matters to us. By attracting people to work for us from a broad range of diverse backgrounds we can continue to look at the world with fresh eyes and find new ways of doing things. We offer a stimulating and professional environment in which to work. This is a remarkable opportunity and we look for staff who can work according to our values – we champion diversity, encourage creativity, we are connected, and we value evidence.

Please contact Dr Lucy A. Sutherland (Director, National Botanic Garden of Wales) for a confidential discussion and to apply for this role (Tel: +44 (0)1558 667149; Email: Anne-Maria.Nicholas@gardenofwales.org.uk).



