

# Yorkshire Dales Millennium Trust

Job Description: Development Manager (YDMTCL)

April 2026



**Position:** Development Manager (YDMTCL)

**Responsible to:** Chief Executive

**Location:** YDMT Offices, Clapham, North Yorkshire

**Salary:** Band: £39,010 - £44,303

Full Time (35 hours per week) fixed contract for 18 months with opportunity to become permanent. Mix of office and home working. Will consider part time.

## Job Purpose:

1. Diversify and grow Yorkshire Dales Millennium Trust Consultants Limited (YDMTCL) as a multidisciplinary consultancy to directly support the charity's vision.
2. Leadership of our Landscape Design Team to raise commercial income through the delivery of green space and access projects aligned to our strategy.
3. Deliver new commercially profitable projects that create meaningful benefits for communities, wildlife and the landscape of the Dales and surrounding areas.

## Our Organisation:

Yorkshire Dales Millennium Trust (YDMT) is a charity doing big things to help to protect and enhance the People, Landscape and Wildlife of the Dales. Our strategy is centre around building partnerships that increase the scale and pace of nature recovery.

For 27 years we have delivered diverse and inspirational projects, helping to plant 1.6 million trees and securing the future of more than 850 hectares of wildflower hay meadows, creating habitats for our wildlife and combatting climate change. We are passionate about inspiring disadvantaged groups and future generations to care for this special area.

Yorkshire Dales Millennium Trust Consultants Limited is the trading arm of the charity and currently delivers landscape design services with a team of two Landscape Architects. The team design and deliver solutions for urban, rural and community regeneration, using their technical knowledge and experience to deliver high quality green space projects that boost wellbeing, climate resilience and biodiversity. YDMTCL has its own board of directors, including YDMT trustees that help to shape strategy, direction and ensure alignment with YDMT's strategy and values. YDMTCL is in its infancy, currently turning over less than £100,000 per annum, we hope to double this over the next two to three years. All profits are gifted to the charity.

We are seeking someone with experience of working in a multidisciplinary environment to lead and grow YDMTCL. As an experienced professional you will have the business development and leadership skills to support our Landscape Design team to build on their success and increase profitability. You will also lead the development of your own projects that create vital new income

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streams, with a focus on combining ecology and landscape design to deliver diverse projects that support nature recovery.

This role will be 90% focused on working for the trading company with 10% of time to support the charity.

## How we work:

- We deliver transformative projects for people and nature, and use our skills to enable other organisations to increase their impact.
- We raise and distribute funds, providing flexible grants and guidance supporting innovative community-led action where it is needed most.
- We are firmly rooted in our communities and have a greater impact by joining forces with our partners.

## Our VALUES guide everything we do:

- **Enabling** – We make real practical things happen and are approachable, collaborative and inclusive, valuing people's opinions in everything we do
- **Caring** – We are passionate about supporting the people, landscape and wildlife of the Yorkshire Dales and are committed to being sustainable
- **Creative** – We thrive on new challenges and act with entrepreneurial spirit in order to make a positive difference to this special area
- **Honest** – We always act with integrity and are open, clear and fair

## Main Responsibilities:

### Leadership of our Landscape Design Team

- a. Effectively managing the Landscape Design Team, support preparation and delivery of bids and tenders, ensuring that work tendered is competitively priced, and monitor income targets and expenditure budgets.
- b. Support the growth of revenue from Landscape Design services, increasing the number of major projects and working to develop a pipeline of future projects that align with our strategic aims.
- c. Work with the team to develop a multidisciplinary approach that adds value to and complements our Landscape Design Offer. Raising the profile of YDMTCL and developing appropriate marketing activity to secure new business.
- d. Support the overall development of staff, role modelling our values and behaviours

### **Diversify and grow YDMT Consultants**

Lead the business development and management of YDMTCL to achieve increased revenue growth and profitability:

- e. Identify and deliver new projects, including but not limited to exploring the provision of ecological services to create a new income streams, primarily undertaking specialist ecological surveys (depending on skillset), with scope to pursue projects linked to your expertise.
- f. Explore new revenue-generating approaches leveraging nature markets to create a pipeline of projects that could deliver nature-based solutions; working closely with our partners and building relationships with landowners.
- g. Lead on YDMTCL's strategic and financial planning; including budgeting, and reporting, ensuring alignment with Trust financial systems and providing quarterly updates to Trading Board Directors. Ensure consultancy aligns with Trust values and long-term strategy.
- h. Building collaborative partnerships that identifying opportunities for new projects working with partners such as Local Authorities, National Parks, National Landscapes and NGO's.
- i. Act as a senior point of contact for the consultancy, representing the business both externally to key clients, partners and industry forums and internally within the Trust.

### **General:**

- a. Provide advice to our current projects and support the overall implementation of the YDMT strategy
- b. Work in accordance with YDMT policies, paying particular attention to Health and Safety policy, staying informed on relevant legislation, standards, best practice, and opportunities within the ecological, landscape design and environmental sectors.
- c. Support the monitoring and evaluation of projects to ensure that we are collecting impact data in line with our strategy. Help to ensure that we are demonstrating to stakeholders the benefits of our work.
- d. All staff members are expected to volunteer to support and assist at the occasional evening and weekend event.

This is not intended to be a full description of duties and the post holder may be required to perform any other duties commensurate with the nature of the post as deemed appropriate and by agreement with the Chief Executive.

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	Essential	Desirable
<b>Experience and Knowledge</b>		
Experience of people leadership and management, including the development of strategies and objectives.	X	
Experience of working in a multidisciplinary team, working alongside designers and ecologists and/or biodiversity net gain teams	X	
Working in a fast-paced environment, managing multiple and complex projects in partnership, ensuring delivery within timeframes and budgets		X
Commercially astute with proven track record of business development and income generation; ideally in the conservation, land management, landscape design and/or ecology	X	
Understanding of the current rural environment, climate and biodiversity crisis, including understanding of eco-system service projects and large-scale nature-based solution projects.		X
<b>Skills</b>		
A natural networker and ambassador, able to build strong working relationships with organisations and landowners	X	
Highly organised with a proven ability to set and deliver to a high standard consistently with competing and demanding deadlines	X	
Financial literacy and analytical skills, able to present complex budgets at a high level	X	
Technical knowledge and proven ability to produce high quality ecological/habitat surveys, reports and assessments, Environmental Impact Assessments, and/or Visual Impact Assessments	X	
Excellent communication skills, good written, verbal and presentational skills with strong attention to detail	X	
Proficiency in industry-standard design (AutoCAD/ QGIS etc.) software.		X
Application of biodiversity net gain methodologies and calculations.		X
<b>Personal Attributes</b>		
Creative, Caring, Honest and Enabling	X	
Good negotiating and influencing skills with a wide range of people	X	

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Results orientated approach to work: self-motivated with ability to plan and manage own workload	<b>X</b>	
Enthusiastic, positive and motivational, able to take the team on the journey effectively to deliver in the face of challenges	<b>X</b>	
Curiosity to learn, develop both yourself and others	<b>X</b>	
Full driving licence	<b>X</b>	
<b>Qualifications</b>		
Experience of working in a similar role and/or educated to degree level	<b>X</b>	
Evidence of continuing professional development and any relevant ecological licences		<b>X</b>
Chartered member of a relevant Landscape or Ecology discipline		<b>X</b>