

Yorkshire Dales Millennium Trust

Person Specification: Development Manager YDMTCL

April 2026



	Essential	Desirable
Experience and Knowledge		
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
Skills		
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
Personal Attributes		
Creative, Caring, Honest and Enabling	X	

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