



JOB TITLE: Programme Manager - People and Nature Together

Location	Reports to	Hours	Salary
Bore Place, Chiddingstone	CEO	Full Time (fixed term) - 37.5 hours per week Contract Duration: June 2025 - September 2026 (with the potential to continue)	£36,000

Mission for the role

Bore Place is an historic estate in West Kent, set in 500 acres of beautiful countryside. The estate is home to our charity, the Commonwork Trust, which was established in 1976 by Neil and Jenifer Wates and is committed to creating a world where ecosystems have been restored, and people and nature thrive together within the planet's natural limits, now and into the future.

Our work currently encompasses an organic and regenerative dairy farm, organic market gardens, venue, environmental education centre and a range of engagement programmes that provide opportunities for vulnerable and disadvantaged young people as well as the wider public.

For nearly 50 years we have worked towards operating as sustainably as possible, whilst engaging and inspiring as many people as possible. From our early commitment to organic farming and our drive to reduce our carbon emissions by generating our own green energy, to running education programmes for young people who need an alternative learning environment, Bore Place continues to evolve with a green and social agenda. We are determined to play our part in creating a better environmental, social and economic future.

We are currently recruiting for a fixed term Programme Manager to oversee our People and Nature Together project.

This role is funded by the Heritage Lottery Fund - People and Nature Together Programme.

Your role

The Programme Manager will lead the successful delivery of the People and Nature Together project, engaging diverse communities in habitat restoration, citizen science, and sustainable land management. In addition to managing environmental funding schemes – including Countryside Stewardship Mid-Tier and Higher Tier Grants and Sustainable Farming Incentive Grants – this role will play a key role in shaping the development of a Future Land Use Strategy, integrating ecology and food production within Bore Place's certified organic farming system.

Direct Responsibilities

- Lead and implement the People and Nature Together project to engage communities and enhance biodiversity.
- Play a key role in shaping the Future Land Use Strategy, contributing insights on ecology, conservation, and organic food production.
- Manage the implementation of Countryside Stewardship Mid Tier and Higher Tier Grants, ensuring conservation priorities are met.
- Oversee Sustainable Farming Incentive Grants, ensuring their integration into regenerative and organic farming practices.
- Support the delivery of organic farming initiatives, maintaining alignment with Bore Place's sustainability commitments.
- Develop and manage citizen science, habitat restoration, and community engagement programmes.
- Collaborate with landowners, conservationists, and farmers to implement sustainable land management techniques that align with organic principles.
- Ensure compliance with National Lottery Heritage Fund and grant funding requirements.
- Oversee habitat restoration efforts, including agroforestry expansion, woodland improvement, pond restoration, and grassland management.
- Facilitate discussions and partnerships to support biodiversity, regenerative farming, and organic food production.
- Establish a monitoring framework for ecological and social impact, tracking measurable benefits.
- Support the development of education and outreach events, including community talks, workshops, and open days.
- Supervise staff and volunteers, ensuring smooth and effective project implementation.

Person specification

Essential criteria

- Background in environmental sciences, agricultural management, or sustainability preferred.
- Strong experience in sustainable land management, conservation, or organic farming.
- Knowledge of Countryside Stewardship and Sustainable Farming Incentive schemes.
- Proven leadership in environmental, conservation, and community engagement projects.
- Understanding of organic farming systems and regenerative agriculture.
- Ability to contribute meaningfully to land use strategy development, integrating ecology and organic food production.
- Expertise in citizen science, habitat restoration, and biodiversity conservation.
- Experience in supervising and training others, including volunteers
- Strong project management skills, with experience managing grants, budgets, and compliance reporting.
- Excellent communication skills, engaging schools, charities, landowners, and volunteers.
- Driving license and own transport
- Love of the outdoors

Our Values

Inspire

Inspiring and learning through experience - We inspire people to look after the Earth, enjoy the living world and become guardians of its future.

Regenerate

Regeneration in action - We seek to be a real-life model of regenerative practice and instill this at the core of everything we do.

Collaborate

Making a Difference Together - People and partnerships are at the heart of our organisation. We acknowledge that to achieve real change we need to work with others. This collaborative approach is key to our success.

Be Inclusive

A fair and inclusive environment - We champion and promote inclusion, equality, and diversity always. We aspire to be an organisation where people feel valued and included equally.

Take Ownership

Personal and collective responsibility - Bore Place belongs to us all. Together we care for the land and provide a well-managed, accessible space, rich in wildlife where our values are central to our actions and choices.

Benefits of the role and working at Bore Place

- Lead a project that actively connects people, farming, and conservation efforts within a certified organic farm.
- Contribute to the development of a Future Land Use Strategy, ensuring ecology and organic food production work in harmony.
- Work alongside local communities, landowners, conservationists, and policymakers.
- Oversee habitat restoration and citizen science initiatives, leaving a lasting environmental impact.
- A diverse role within a growing organisation with clear accountability.
- Ability to make a significant difference to the lives of others and see the direct impact of your role.
- Flexible working arrangements.
- 38 days paid holiday – including bank holidays.
- Life insurance, EAP, pension, staff discounts on courses and food.
- A beautiful countryside location with free parking onsite

Diversity

Bore Place is committed to promoting a diverse and inclusive workplace where everyone can be themselves and succeed on merit. We strive to ensure that opportunities to work and develop at Bore Place are open to all. We treat all job applications equally, regardless of age, disability, gender identity or gender expression, race, ethnicity, religion or belief, sex, sexual orientation, or any other equality characteristic.

Please notify us of any disability at the earliest opportunity should you wish us to make any special arrangements for the application process or, if successful, for the role. We will ensure we make reasonable adjustments wherever we can.

Safeguarding and DBS

The safety and welfare of children and other vulnerable people at Bore Place is extremely important to us and is why we pride ourselves on our Safeguarding procedures. All positions at Bore Place are subject to a Disclosure & Barring Service (DBS) check at the appropriate level.

Right to work in the UK

It is a requirement that any successful applicant has the right to work in the UK and can provide evidence of this. This would be an express term and condition of your employment with us.