



Bannau
Brycheiniog

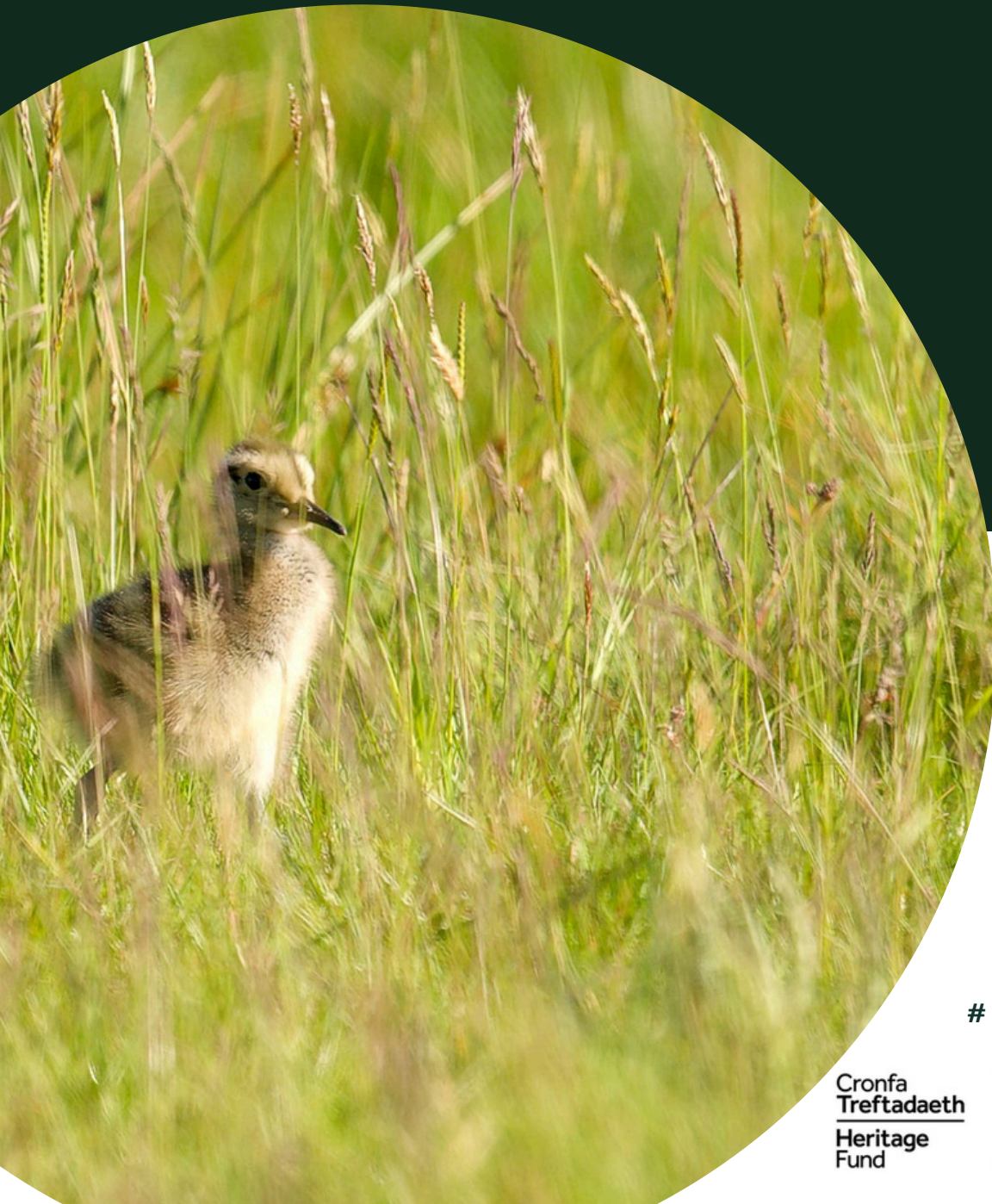
CURLEW LANDSCAPES WALES PROJECT MANAGER

GRADE 9 £39,152 - £41,771

FIXED TERM CONTRACT-31ST MARCH 2029

37 HOURS PER WEEK

CLOSING DATE: 20 APRIL 2026



#NATURENETWORKS

Cronfa
Treftadaeth
Heritage
Fund

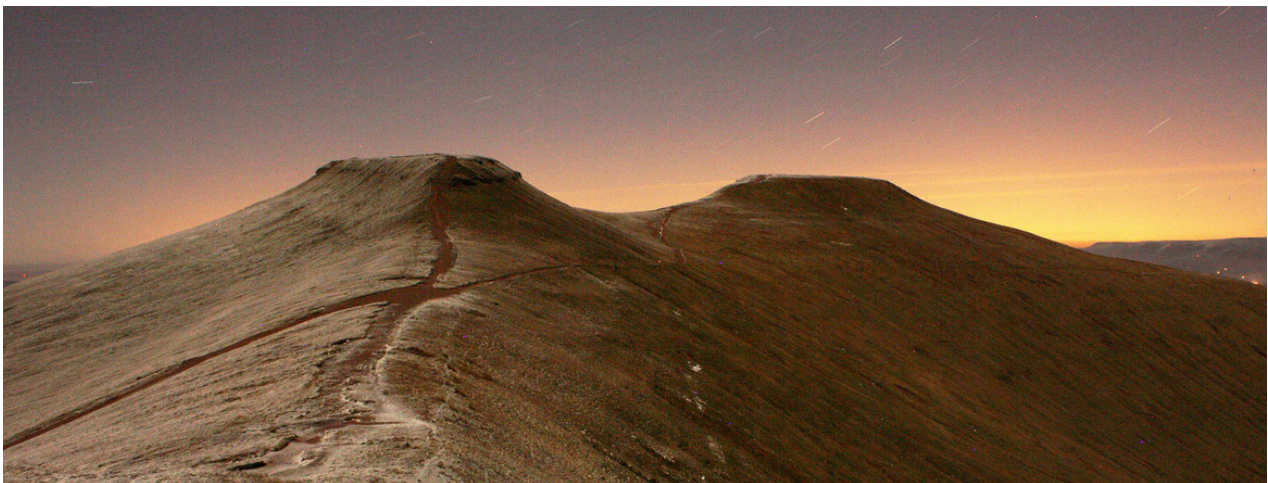


Mewn Partneriaeth â
Llywodraeth Cymru
In Partnership with
Welsh Government

INTRODUCTION

National Parks were designated in order to protect beautiful areas for the benefit of the nation. They came about as a result of the 1949 National Parks and Access to the Countryside Act, which put a legislative framework in place for the establishment of National Parks in England and Wales.

The first two National Parks were designated in 1951 and in 1957 the Bannau Brycheiniog National Park was designated covering an area of some 520 square miles (1346 sq. kilometres). Until 1995 the Bannau Brycheiniog National Park Authority was a joint committee of the then local County Councils until the Environment Act of that year laid down legislation to establish National Park Authorities as independent, special purpose Local Authorities.



THE PROJECT

We are seeking a suitably experienced and qualified project manager to lead the Curlew Landscapes Wales (Tirweddau Gylfinir Cymru) project for the three-year duration of the project. The Project Manager will be an ambassador for Welsh Curlew, driving forward the project, linking with the Curlew Wales - Gylfinir Cymru Partnership and pursuing objectives set within the Wales Action Plan for the Recovery of Curlew.

We are looking to recruit an enthusiastic and highly motivated project manager to support and enhance the development, management and delivery of Curlew Landscapes Wales from initiation through to successful completion.

You will help ensure that the project is managed in a systematic and consistent way to ensure high quality outcomes. This will include supporting the development of new projects (design, planning, applications for funding), business case development, project plans, contract and financial management, resource management, reporting, monitoring, communications, engagement, partnership management and evaluation, and procurement. You will work with the Curlew Landscapes Wales Steering Group and Project Management Board to provide support, information and advice to aid the operation of the Board to meet its objectives and strategic priorities. You will work with our programme partners to ensure resource planning, reporting and implementation consistency and integration across the organisation.

Candidates should have experience in working collaboratively across organisations and stakeholders, and have previous experience in development and delivery of successful projects.

We are keen to hear from candidates who share our commitment to making a genuine difference to curlew populations, communities and the environment across the project area.

The successful candidate will be based in the Authority's Head Quarters in Brecon, but we operate flexible working arrangements and work/life balance is encouraged. A full list of the duties and requirements are set out in the Job Description and Person Specification.

The Eurasian Curlew – IUCN listed as “Near Threatened” - is one of the highest bird conservation priorities in Wales. Without urgent intervention, its rapid and ongoing decline means it could well become extinct as a Welsh breeding species within eight years. Curlew Landscapes Wales is a major new project developed to help reverse this decline and ensure that breeding curlews have a future within the Welsh landscape. Funded through the Nature Networks Fund (Round five) via the Welsh Government and the National Lottery Heritage Fund, Curlew Landscapes Wales will target recovery work and will be focussed across two Important Curlew Areas (ICAs) within Wales: Bannau Brycheiniog National Park and the Clwydian Range & Dee Valley National Landscape. This post is for an enthusiastic and self-motivated Project Manager, employed by the Project's lead partner (Bannau Brycheiniog National Park Authority) on a three-year fixed term contract from May 2026 to March 2029.

CURLEW LANDSCAPES WALES PROJECT MANAGER

WHAT DO NATIONAL PARKS DO?

National Parks have two purposes: Firstly, to conserve and enhance the natural and cultural environment of the park, and secondly to promote awareness and understanding and enjoyment of its special qualities. These special qualities have been described as:

- the landscape and natural beauty
- the peace and tranquility
- opportunities for walking and access to open countryside
- open spaces and qualities of remoteness
- traditionally managed farmland and
- wildlife

In so doing the National Parks also have a duty to foster the social and economic well-being of the communities within the Park.

In delivering on their purposes and duty there are five key functions of National Park Authorities. These are to:

1. act as Local Planning Authority
2. act as relevant Authority for access to open countryside under the CROW Act
3. facilitate environmental programmes
4. provide public information, interpretation and education services
5. deliver the sustainable development fund on behalf of the Welsh Government.



CURLEW LANDSCAPES WALES PROJECT MANAGER

THE BANNAU BRYCHEINIOG NATIONAL PARK AUTHORITY

The National Park Authority consists of 18 members, 12 nominated by the seven Local Authorities in the area and the other 6 nominated by the Minister for Environment of the Welsh Government.

This split helps to ensure that the local and national interests are represented at National Park Authority level. There is a range of key committees responsible for managing the business of the Authority. In addition, working and advisory groups, both internal and external, have been established to help in the decision-making process. Some 110 full-time staff equivalents are employed in two Directorates – Nature and Climate Change and Planning and Place, as well as the Chief Executive’s Department – PR & Communications, Finance, IT, Legal, Democratic Services and HR. Staff and Members cover a wide range of activities and services and it is the key role of officers to provide advice and guidance to Members of the Authority to help them make decisions and set the vision and strategies for the Authority.

The Authority’s key strategic document is the National Park Management Plan, which sets our aims, strategic objectives and Priorities for Action for the Authority (www.beacon-npa.gov.uk). In addition to this, we have an adopted Local Development Plan (www.beacons-npa.gov.uk) which provides the framework for future development within the National Park. The Authority is also developing its State of the Park Report, which will summarise the changing status of environmental, social and cultural assets in the Park. With delegated responsibility for Rights of Way maintenance and management we are implementing the Authority’s Rights of Way Improvement Plan.

National Parks in England and Wales are Category V protected landscapes as defined by the International Union for the Conservation of Nature (IUCN). This recognises the involvement of people in shaping the landscapes. Like all National Parks in England and Wales, agriculture is very influential in how the landscape is managed. A viable, profitable, broadminded and innovative farming sector, working in close collaboration with the Park’s communities, local businesses and public and voluntary bodies is fundamental to the landscape’s future management. Flexibility and adaptability will be important qualities to address the challenges of climate change, energy descent pathways and demographic and social changes ahead.

CURLEW LANDSCAPES WALES PROJECT MANAGER

JOB DESCRIPTION

Post Title: Curlew Landscapes Wales Project Manager

Grade: 9

Responsible to: Ecologist

Job Purpose:

- To manage the development and delivery of the Curlew Landscapes Wales programme through initiation, implementation, monitoring and review, including managing associated risks and issues and comprehensive reporting and dissemination.
- To provide expertise in programme and project management ensuring that the project is designed and delivered on time, within budget and to agreed outcomes.
- To work collaboratively across the organisation, project partners and with relevant stakeholders to ensure the efficient and effective management and delivery of this high-quality project.

The Partnership

Curlew Landscapes Wales is a collaborative project between Bannau Brycheiniog National Park and the Clwydian Range and Dee Valley National Landscape with the wider support of Curlew Wales - Gylfinir Cymru Partnership. More information can be found on the Gylfinir Cymru website: <https://www.curlewwales.org/>



CURLEW LANDSCAPES WALES PROJECT MANAGER

JOB DESCRIPTION

Our vision

This project aims to deliver the objectives set out in The Wales Action Plan for the Recovery of Curlew in two Important Curlew Areas (ICAs) identified within the Plan. Curlew recovery work will be targeted in these for a period of three years from May 2026 to March 2029.

Through the Curlew Landscapes Wales project we will:

- Increase the understanding of the importance and plight of curlew breeding in Wales by developing and implementing ways of working with local communities within the ICA network, landscapes and more widely across Wales.
- Maximise delivery of intervention measures designed to increase the number of curlew chicks fledged. This will be achieved by a combination of targeted interventions.
- Maximise volunteer opportunities, such as developing monitoring and awareness programmes to safeguard curlew across the project area.

Who will you be working with?

You will be employed by Bannau Brycheiniog National Park Authority and will report to the Ecologist. You will be expected to work closely with different departments within the Authority and will liaise directly with the finance team.

There will be two Curlew and People Officers, two Assistant Curlew and People Officers and two part-time Communities and Engagement Officer posts across the whole project area as part of the Curlew Landscapes Wales team. They will be employed, and line managed by the host organisations. These positions will be based in the following areas:

- Curlew and People Officer for South Clwyd Mountains (ICA 5) hosted by the Clwydian Range National landscape
- Curlew and People Officer for Bannau Brycheiniog (ICA 12) and beyond hosted by Bannau Brycheiniog National Park Authority
- Assistant Curlew and People Officer for South Clwyd Mountains (ICA 5) hosted by the Clwydian Range National landscape
- Assistant Curlew and People Officer for Bannau Brycheiniog (ICA 12) hosted by the Bannau Brycheiniog National Park Authority
- Part time Communities and Engagement Officer for South Clwyd Mountains (ICA 5) hosted by the Clwydian Range National Landscape
- Part time Communities and Engagement Officer for Bannau Brycheiniog (ICA 12) and beyond hosted by Bannau Brycheiniog National Park Authority

You will also be required to build and develop a broad network of people willing to work towards improved curlew conservation on land that they own or manage, helping them understand and adopt best practice in curlew recovery.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

- The Project Manager will coordinate the work plan of two Curlew and People officers and two assistant Curlew and People Officers who will work closely with a range of rural communities, local champions, landowners, farmers, professionals and the wider public across the project area.
- Ensuring project and programme objectives are delivered within budget, on time and to the standard and quality required.
- Promote and demonstrate the use of best practice in project and programme management methodologies e.g., developing appropriate project plans, project documentation including the production of a fundraising strategy, project initiation documents, evaluation strategy, exit strategy, project plans, risks and issues logs, project budgets, monitoring reports, communications plans, etc.
- Support project governance ensuring that all projects are planned, managed, monitored, and reported in line with the Authority's reporting and governance requirements.
- Project manage the delivery of the project against objectives set within the Project Plan, whilst collating information and submitting of claims and reports to NLHF.
- Be responsible for project budgets and undertake any procurement, ensuring Financial Standing Orders and/or any other funding requirements are adhered to.
- Develop and lead the work programme for each of the project staff within clear financial targets set for each ICA.
- Ensure the project team is suitably resourced and supported, assigning tasks/actions to the project team and ensure these are completed on time.
- Act as the intermediary between the Project Steering Group and Project Board
- Ensure robust systems of project governance (eg. quality, financial, staff, audit, data management, health and safety and risk management) are in place.
- Accountable for project financial transactions and reporting. Liaising closely with the Bannau Brycheiniog National Park Authority finance team.
- Ensure outcomes and lessons learned are shared appropriately externally, across the partnership organisations, the Welsh Government and with the Gylfinir Cymru stakeholders
- Lead and develop intervention measures designed to increase curlew productivity in the project area and provide strong and effective advocacy for curlew recovery and its associated benefits across Wales.
- Create strong connections between the project and local communities, championing curlew recovery objectives and encouraging dynamic community collaborations which benefit curlew
- Communicate and engage with the rural communities within the project areas and share the projects events, outcomes, and achievements to the wider world through available channels including social media.
- Develop best practice advice to project stakeholders and communicate through various channels including a programme of events, training, and guidance.
- Collaborate with the wider Curlew Wales - Gylfinir Cymru Partnership, helping the partnership to deliver the objectives set out in The Wales Action Plan for the Recovery of Curlew (currently under review).
- Supporting the principles and practice of equality of opportunity as stated in the National Parks Equal Opportunities Policy.
- Undertake such other duties as may reasonably be required commensurate with the grade or general level of responsibility of the post.

CURLEW LANDSCAPES WALES PROJECT MANAGER

PERSON SPECIFICATION

To be a successful candidate you will have a degree or equivalent qualification in a relevant discipline and proven experience in working on large-scale externally funded projects.

Essential

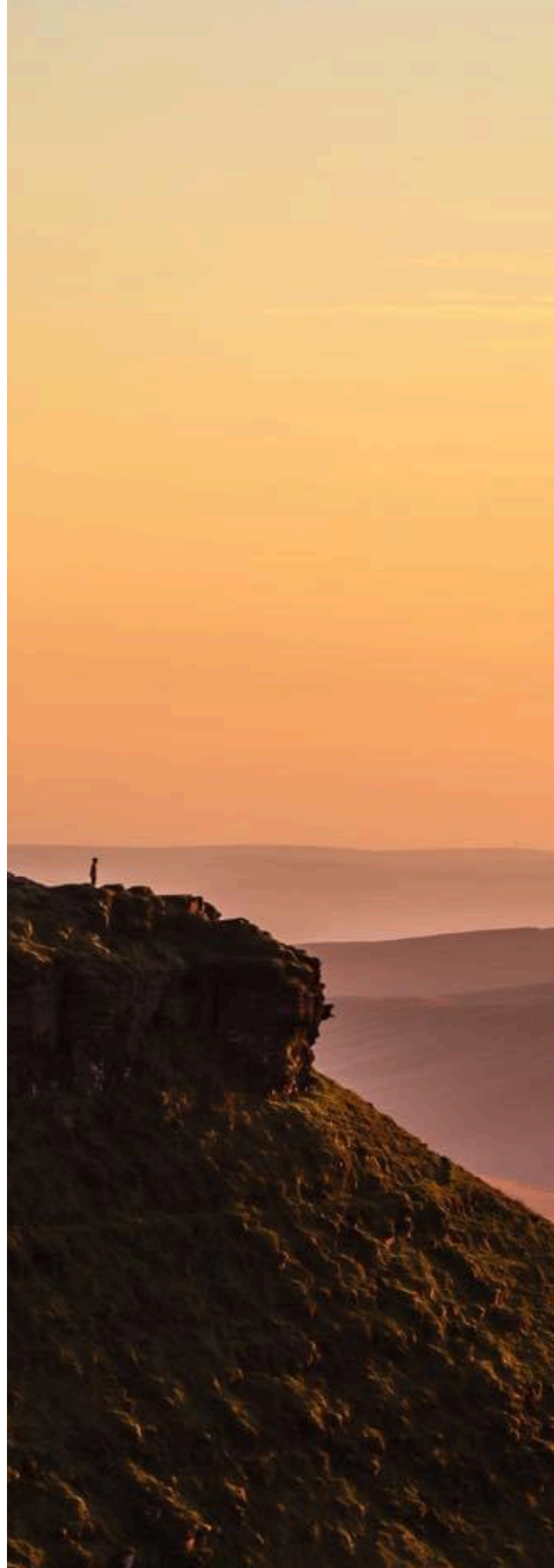
- A proven track record of project management, including budget and finance management, detailed financial programming, work programming and experience of applying for funding for conservation work
- Significant demonstrable experience and track record of managing the delivery of high-quality projects / programmes
- Knowledge and understanding of project management practices, systems, processes and procedures
- Proven work record of consistently achieving high standards and delivering objectives and priorities
- Good relationship management and the ability to foster joint working across team boundaries and with stakeholders to achieve project and strategic aims and organising and facilitating multi-stakeholder participatory processes.
- A working knowledge / good understanding of Welsh agricultural practices.
- Experience managing and delivering conservation projects and/or projects with scientific attributes.
- Experience of the biodiversity fundraising environment and of managing grants and funding partnerships.
- Good team working, organisational and communication skills and an ability to work effectively with multiple partners, giving growing momentum towards partnership working
- Excellent staff management skills
- Experience of project design, planning and evaluation
- The ability to write, clear, concise technical reports and ability to communicate to a variety of audiences
- Negotiation, influencing and engagement skills, including dealing with conflicting opinions and positions
- Excellent IT skills including use of recognised qualification or accreditation in project management (e.g. PRINCE2, APM accreditation) GIS applications, Microsoft Office Outlook, Word, Excel and Teams and the use of online tools for document sharing and collaboration

Desirable

- Current knowledge of national and international biodiversity conservation issues, especially conservation of curlew and their ecological requirements
- Experience of implementing effective governance arrangements
- Team player, ready to offer support and respond to ad hoc requests for help from colleagues
- Inter-personal skills to identify and mitigate disruption and safeguard reputational risk
- Ability to work independently, prioritise workload and meet deadlines, with a high degree of autonomy over day-to-day work programme
- Willingness to travel extensively around Wales and occasionally further afield (chiefly the UK and other countries in Europe)
- Welsh speaking or willing to learn basic communicative language
- A love for curlews.

Note on Welsh Language Requirement

Please note: If you do not meet the Welsh language Requirements specified, then the Authority offers a variety of learning options and staff support to help you meet these requirements during your employment with us.



CURLEW LANDSCAPES WALES PROJECT MANAGER

ADDITIONAL INFORMATION

Annual leave entitlement

25 days per annum plus 8 public holidays and 2 extra statutory days, pro rata. Leave entitlement rises annually to 30 days per annum after 5 years' service. If you transfer from the service of an outside Authority to the Brecon Beacons National Park Authority, you are able to bring with you your accrued leave entitlement (accrued due to length of service) up to a maximum of 30 days.

Pension

The pension scheme in place is a standard Local Government one; the employee contributes 5.5% (up to £16,500) which rises to 5.8% (£16,501) of their contractual hours worked and the employer currently contributes 20.9 %.

Location

The position will be based in the National Park Headquarters in Brecon, but we operate flexible working arrangements and work/life balance is encouraged.

EEA and Swiss nationals who are NOT eligible to apply for a right to work in the UK under the EU Settlement Scheme must have some other form of immigration permission entitling them to work from 1 January 2021 onwards.

Applications must be received by 11.00 a.m. on the morning of 20 April 2026. Unfortunately, late applications will not be considered.

Would candidates please note that it is not the practice of the National Park Authority to acknowledge applications, nor to inform candidates of the outcome of their applications. Please assume that if you receive no further communication, your application has been unsuccessful.

If you have a disability, please indicate this to us in a covering letter. Should you meet the essential criteria and be called to interview, please let us know of any special requirements needed.

Applications are welcomed and accommodated in either Welsh or English. An application submitted in Welsh will not be treated less favourably than an application submitted in English. We would be grateful if you could state in your application form if you wish to conduct your interview and assessment in Welsh or English. Should you be successful to the interview stage and wish to conduct your interview through the medium of Welsh, we will provide a simultaneous translation service for the benefit of non-Welsh speaking members of the panel.

Please note that all application forms and supporting information will be securely retained for six months and we may contact you should a suitable vacancy arise. After six months all application forms and supporting information will be destroyed. Should you object to your information being retained, please could you let us know and we will destroy your application form after the outcome of the recruitment process.

Where candidates are invited to interview, it is the Policy of the Authority to contact referees at that stage. Please could you identify any problems this may cause on your application form under the relevant section. Please note that when completing your application form you must be able to demonstrate how you meet the essential criteria set out in the person specification relevant to this post. You should also demonstrate how you meet the desirable criteria set out in the person specification, but do not be deterred from applying if you do not meet all of the desirable criteria.

CURLEW LANDSCAPES WALES PROJECT MANAGER

PRIVACY STATEMENT

We process personal data relating to those we employ for employment purposes, to assist in the running of the authority and/or to enable individuals to be paid. The collection of this information will also be of benefit in:

- improving the management of workforce data
- enabling development of a comprehensive picture of the workforce and how it is deployed
- informing the development of recruitment and retention policies
- allowing better financial modelling and planning
- enabling monitoring of selected protected characteristics

The personal data includes identifiers such as name, date of birth, payroll (SAP) number, personal characteristics such as gender, disability and ethnic group, plus qualifications, performance and absence/occupational health information.

We will not share information about you with third parties without your consent unless the law allows or requires us to or we are required to share it to manage your employment contract with us. When we do share your data it will be via encrypted email software or password protected files. We are required to share some of your personal data with:

- HMRC
- Outsourced HR and Payroll Services (currently with Cardiff City Council and Carmarthenshire County Council)
- Powys County Council pensions who administer the Authority's pension scheme
- Local Government Audit and fraud detection teams

We store information relating to job applicants for 6 months and for employees for 7 years post-employment. Data is stored electronically on BBNPA servers. The employee records have access restrictions meaning only HR staff are able to view and process it. Physical records are stored in the HR office which is locked and within locked filing cabinets.

If you require more information about how we store and use your personal data or would like to request that your details be removed, please contact the HR Officer.

Data controller: Brecon Beacon National Park Authority, Plas Y FFynnon, Cambrian Way, Brecon, LD3 7HP
Contact: Jessica Holifield, HR Officer
Telephone: 01874 620420

As part of any recruitment process, the Authority collects and processes personal data relating to job applicants. The Authority is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

PRIVACY STATEMENT

What information does the Authority collect?

The Authority collects a range of information about you. This includes: -

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration;
- whether or not you have a disability for which the Authority needs to make reasonable adjustments during the recruitment process;
- information about your entitlement to work in the UK; and
- equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health, and religion or belief

The Authority collects this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment, including online tests.

The Authority will also collect personal data about you from third parties, such as references supplied by former employers and information from criminal records checks. The Authority will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

Why does the Authority process personal data?

The Authority needs to process data to take steps at your request prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the Authority needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

The Authority has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the Authority to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The Authority may also need to process data from job applicants to respond to and defend against legal claims.

The Authority processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where the Authority processes other special categories of data, such as information about ethnic origin, sexual orientation, health or religion or belief, this is for equal opportunities monitoring purposes.

CURLEW LANDSCAPES WALES PROJECT MANAGER

PRIVACY STATEMENT

For some roles, the Authority is obliged to seek information about criminal convictions and offences. Where the Authority seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

The Authority will not use your data for any purpose other than the recruitment exercise for which you have applied.

Who has access to data?

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

The Authority will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment, or it is required to in law. If you are successful in your application subject to references Authority will then share your data with former employers to obtain references for you and, if the nature of the role requires it, the Disclosure and Barring Service to obtain necessary criminal records checks.

The Authority will not transfer your data outside the European Economic Area.

How does the Authority protect data?

The Authority takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does the Authority keep data?

If your application for employment is unsuccessful, the Authority will hold your data on file for six months after the end of the relevant recruitment process and employment opportunities. At the end of that period your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the Authority to change incorrect or incomplete data;
- require the Authority to delete or stop processing your data where the data is no longer necessary for the purposes for which it was originally obtained;
- object to the processing of your data where the Authority is relying on its legitimate interests as the legal ground for processing; and
- ask the Authority to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the Authority's legitimate grounds for processing data.

CURLEW LANDSCAPES WALES PROJECT MANAGER

PRIVACY STATEMENT

If you would like to exercise any of these rights, please contact Jessica Holifield, HR Officer. Email: jessica.holifield@beacons-mpa.gov.uk . You can make a subject access request- Email: Data Protection Officer via dpo@beacons-mpa.gov.uk

If you believe that the Authority has not complied with your data protection rights, you can complain to the Information Commissioner.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to the Authority during the recruitment process. However, if you do not provide the information, the Authority may not be able to process your application properly or at all.

You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.

