



Essex & Suffolk Rivers Trust

Applicant Pack

Partnerships Manager

August 2026



www.essexsuffolkriverstrust.org/recruitment

About Essex and Suffolk Rivers Trust

The Organisation

The Essex and Suffolk Rivers Trust (ESRT) is an independent environmental charity set up in 2013 dedicated to improving and protecting rivers in Essex and Suffolk, making them a better place for people and wildlife.

We work with farmers, residents and organisations to provide advice and resources for their communities. We bring together the people, knowledge, data and intelligence to take action to help our rivers thrive again.

We are a proud member of the [Rivers Trust](#) movement the umbrella organisation which works across the UK and Ireland leading a movement for change in our rivers.

Our Vision

In Essex and Suffolk, only 10% of river stretches in the rivers and estuaries we work in are reported to be at good ecological status. This is the result of historic changes to the rivers, pollution and climate change. Our region is one of the driest and hottest parts of the country with rainfall by 2040 predicted by the Met Office to be significantly below the national average. We are increasingly affected by flooding from extreme rainfall events. Many of our key species are threatened through habitat loss and climate change.

On the positive side, we have some of the most iconic rivers and internationally important estuaries in the UK. Most importantly people who live and work near them care about their future.

Our Vision is that the rivers and estuaries of Essex and Suffolk are rich in wildlife, loved and cared for by local people and protected for future generations.

Our Strategy

Our strategy to 2030 is to work with partners and communities in four areas to:

- Restore natural processes and habitats
- Protect our land and water
- Inspire people to get involved
- Build resilience for future generations.

Our projects and work areas are developed in service of our strategy which will deliver for people and wildlife across the waterways we look after.

Working for Essex and Suffolk Rivers Trust

Join the Essex and Suffolk Rivers Trust, where passion meets purpose in the heart of environmental stewardship! As a dedicated member of our dynamic team, you'll play a pivotal role in safeguarding the waterways of Essex and Suffolk, contributing to the conservation and enhancement of our region's natural treasures.

Essex and Suffolk Rivers Trust is a small but ambitious environmental charity dedicated to the protection and enhancement of rivers and estuaries in Essex and Suffolk. Essex and Suffolk are rich in their diversity of history, culture, landscape, wildlife, people, communities, agriculture, industry, and the places we call home.

Our ecosystems of rivers and wetlands have always played a crucial role as the veins that bring life and wellbeing to us all. Today, they are under critical pressure from human demands, pollution, and climate change yet our future depends on them. Our Vision is for healthy and resilient land and water environments we can all be proud of.

Why Choose Us?

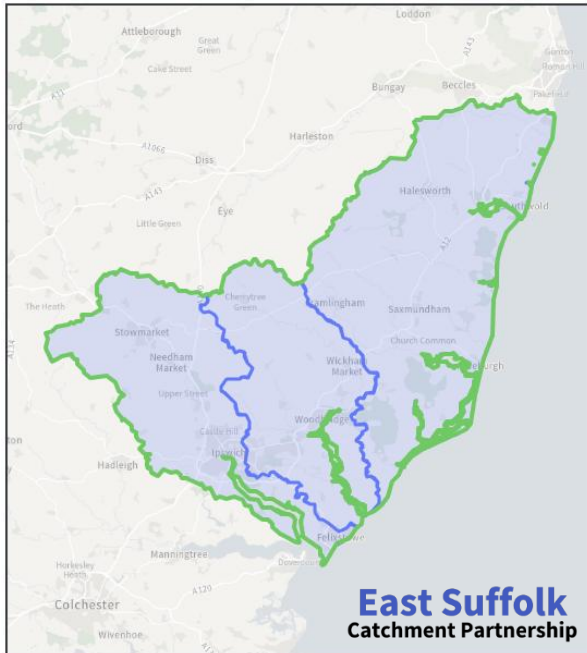
- **Meaningful Impact:** At the Essex and Suffolk Rivers Trust, every day brings the opportunity to make a real difference. Your work will directly contribute to the preservation and restoration of our local rivers and ecosystems, fostering a sense of pride and purpose in your professional journey.
- **Collaborative Environment:** Work alongside passionate and skilled individuals who share a common goal of environmental conservation. Our inclusive culture values diverse perspectives, ensuring a stimulating and supportive workplace where everyone's voice is heard.
- **Innovation and Creativity:** We encourage and welcome innovative solutions. Your ideas matter, and we believe in empowering our team members to bring creativity to the table. Together, we can pioneer new approaches to address the evolving challenges facing our rivers.
- **Professional Growth:** We are committed to the development of our team members. Whether you're looking to enhance your current skill set or explore new areas of expertise, we provide opportunities for professional growth and advancement.
- **Work-Life Balance:** We understand the importance of a healthy work-life balance. Our flexible work arrangements and supportive policies allow you to excel in your role while maintaining a fulfilling personal life.

Equality, Diversity, and Inclusion

Essex and Suffolk Rivers Trust is an equal opportunity employer. In recruiting the project manager will encourage applications from candidates of all backgrounds and experiences. We are committed to better reflecting society and the communities who use, need, and enjoy our rivers within our workforce. We welcome requests for flexible working. All applications will be judged solely on merit.

The Catchment Based Approach

ESRT are proud to host the [East Suffolk Catchments Partnership](#) (ESCP) and the Combined Essex Catchment Partnership formally known as the [Essex Rivers Hub](#) (ERH).



[The East Suffolk Catchment Partnership](#)



[The Essex Rivers Hub](#)

The Catchment Based Approach (CaBA) is an inclusive, civil society-led initiative that works in partnership with Government, Local Authorities, Water Companies, businesses and more, to maximise the natural value of our environment.

CaBA partnerships are actively working in all 100+ river catchments across England and cross-border with Wales, directly supporting achievement of many of the targets under the Government's 25 Year Environment Plan and contributing to objectives under the Environment Act, Water Framework Directive and Nature Recovery strategies.

At ESRT, our catchment partnerships play a central role in shaping and delivering locally relevant solutions to water quality, flood risk, biodiversity loss and climate resilience.

About This Role

The Partnerships Manager will provide strategic leadership across the ESCP and ERH, supporting partnership development, coordinating projects, influencing policy and funding decisions, and ensuring catchment priorities translate into meaningful, on-the-ground outcomes for rivers and communities across Essex and Suffolk.

The role will focus on engaging catchment partners in the process of integrated catchment planning and leading the development of action plans to enable activity across sub catchment focus areas.

Working with partnership stakeholders, the postholder will produce a catchment plan for the ESCP and support delivery of the existing ERH Catchment Plan to 2030.

The role also involves developing cross-catchment working and engagement with local stakeholders and the wider community. The successful candidate will be able to identify opportunities for future catchment investment and funding.

The Process

If you're ready to be part of a dynamic team making a lasting impact on our local environment, we invite you to submit your CV and a personal statement outlining:

- Your experience of partnership working or stakeholder engagement
- Your experience contributing to projects or plans
- Why you are interested in this role

Send your application to: [**recruitment@essexsuffolkrivertrust.org**](mailto:recruitment@essexsuffolkrivertrust.org)

Closing date: 11pm, Monday 31st August 2026

Telephone interviews: w/c 31st August 2026

In-person interviews: w/c 7th September 2026 (Stowmarket)

Job Description

Post title: Partnerships Manager

Function: To provide strategic leadership and development of the ESCP and ERH catchment partnerships and to support planning, delivery and funding of collaborative action for healthier rivers and catchments.

Reporting to: Director

Responsible for: Volunteers, Project Officer

Employment Terms

Term: 24-month initial term (with potential to extend subject to funding).

Hours: Full time (37.5 hours per week). Part time hours considered.

Salary: £43,000 p.a

Pension: NEST pension scheme (6% Employer Contribution)

Holidays: 25 days plus statutory holidays

Place of work: Office working (Stowmarket) with flexibility for some working at home and travel throughout the East Suffolk and Combined Essex catchment areas.

Working Relationships

Internal: ESRT Director, Natural Rivers Manager and the wider ESRT team including our Board of Trustees on occasion

External: A wide range of stakeholders and partners, including the Environment Agency, Farm Clusters, Water Companies, Local Authorities, Natural England, project funders, landowners, other NGOs and local interest groups and communities.

Main Responsibilities

Catchment Partnership Management

1. Lead and develop the ESCP and ERH Catchment Partnerships through quarterly meetings, working groups and sub-groups.
2. Deliver the aims of our Catchment Plans for both Catchments (developing a new plan for East Suffolk in the first year) in response to the River Basin Management Planning Process.
3. Enable activity and action plans across sub-catchment focus areas.
4. Engage catchment partners in the process of integrated catchment planning through the delivery of workshops and discussions.
5. Develop cross-catchment working and engagement networks.
6. Identify opportunities for future catchment investment via creation of a project pipeline, working with the Anglian Rivers Hub – a platform currently in development to store all project opportunities across partner organisations in one project portal accessible to all.
7. Explore co-funding opportunities from small local community and trust funds through to private investors and green finance for catchment partnership projects.
8. Develop a communication and engagement plan for internal and external audiences that includes impact reporting.
9. Work with staff within the ESRT to maintain communication about the partnership through webpages and newsletters.
10. Comprehensive reporting to the partnership and funders.
11. Effectively manage and allocate partnership resources.

12. Develop and deliver existing and new partnerships at ESRT, including, Transforming the Thames as an example.

General Duties

1. Uphold the values and ethos of ESRT and represent the organisation as and when required in a range of settings.
2. Manage individual workload and make day to day decisions as to where best to allocate your time, to satisfy the requirements of your work programme.
3. Ensure that ESRT and Environment Agency policies and procedures, including Health and Safety, are understood, and adhered to.
4. You may be required to carry out other duties and tasks as required from time to time for the efficient operation of the Trust.
5. Drive to a range of locations to support delivery of the role.

Person Specification

Criteria	Essential	Desirable
Education and Training		
Degree-level qualification in a relevant subject.	✓	
Skills and Abilities		
Demonstratable leadership skills to lead, inspire, motivate and manage a wide range of partners from varying backgrounds.	✓	
Ability to work strategically, make connections and utilise the skills and attributes of your team and partners to deliver.	✓	
Ability to manage workload effectively and prioritise tasks to demanding timelines.	✓	
Ability to communicate effectively, with integrity and diplomacy, both verbally and in writing, to a wide range of stakeholders.	✓	
Ability to work well on your own initiative with high levels of self-motivation and enthusiasm.	✓	
Ability to physically deliver projects site visits, walkovers, workshops and engagement events.	✓	
Experience		
Demonstrable experience in managing and co-ordinating stakeholders, partners and bringing people together around a collective cause or initiative.	✓	
Experience in managing or chairing group discussions involving a wide range of differing views.	✓	
Experience arranging, preparing and leading meetings and disseminating and sharing information from the meetings or workshops.	✓	
Experience in preparing and using health and safety protocols, such as risk assessments & method statements.	✓	
Experience in workshop planning, management, and delivery.	✓	
Experience using IT software including email, MS Word, GIS, CAD, PowerPoint, Excel and MS Teams.	✓	
Experience in identifying funding opportunities and navigating grant applications.	✓	
Experience of managing budgets and programmes.	✓	
Knowledge		
Working knowledge of current environmental challenges affecting rivers, catchments and water management.		✓
Understanding of climate change issues affecting land and water management.		✓
Personal		
Ability to travel regularly and to remote sites.	✓	
A full UK driving license, with access to a personal vehicle insured for business purposes.	✓	