



Business Development Manager

British Trust for Ornithology

BRITISH TRUST FOR ORNITHOLOGY

'A WORLD INSPIRED BY BIRDS AND INFORMED BY SCIENCE'

BTO harnesses the skills and passion of birdwatchers to advance our understanding of ornithology and produce impartial science, communicated so that it can be of benefit to everyone.

OUR GOALS

BTO increases knowledge of birds and other wildlife, and their relationships with the environment and people, by:

- Enabling more people to learn about birds and science and grow through participation in environmental discovery.
- Delivering impartial, impactful and relevant science.
- Inspiring and empowering people with an understanding of birds and the importance of knowledge.

OUR PRIORITIES

We will reach our goals by:

- Providing more and better opportunities for people to contribute to our work.
- Monitoring the status of species, researching their ecology and understanding how they respond to change.
- Communicating great stories that bring to life the long-term data, information and knowledge that we hold.

OUR IMPACT

Our surveys, monitoring schemes and research programmes are designed by expert scientists to answer some of the most pressing questions affecting birds and their habitats. Because of our independence we are able to share our data, expertise and knowledge to inform decision-makers, educate the public and support conservation action. Our long-term datasets provide a measure of change and enable us to look for impacts and test solutions. Our vibrant volunteer network makes us highly effective and ensures that our work reflects the interests of those for whom birds and wildlife are important.

OUR FOUNDATIONS AND VALUES

The success of BTO is based on firm foundations that include: motivated and skilled staff and volunteers; a strong reputation; a robust business model and effective governance systems and processes.

We are:

- Inclusive and supportive
- Impartial
- Passionate
- Collaborative and open to new ideas

BTO is a Registered Charity Number 216652 (England & Wales), SC039193 (Scotland).



BUSINESS DEVELOPMENT MANAGER

BTO is seeking a Business Development Manager to raise BTO's profile and drive a significant increase in our revenue from commercial contracts. This pivotal position will support key staff with existing relationships and identify and develop new customers. Our main area of operation is specialist biodiversity services, for example, environmental impact studies for the renewables industry.

In the past two years, we have worked on a range of large commercial projects, both inside and outside Europe, including ecological studies for the renewables industry in the UK (tidal power and offshore wind) and development projects in Africa. We are looking for someone to lead business development, identify opportunities for expanding commercial work and to build and maintain excellent client relationships.

WHAT YOU WILL DELIVER

- A plan for securing an increase in commercial contract income.
- Market research to identify opportunities with new clients and for expanding existing services.
- A marketing plan to promote BTO's unique offer of commercial consultancy services.
- Effective customer relationship management.
- Liaise closely with Science Heads of Team responsible for project tenders and delivery.
- Increasing sales whilst maintaining BTO's reputation for high scientific standards.

- Championing commercial activity and capability across BTO.
- Maintain and develop a database of potential partners/subcontractors with a range of skills, including specialists in different taxa.
- Liaise closely with Research Support Team, who facilitate the acquisition and delivery of science research projects by supporting and administering tenders and contracts.
- Communicate in an engaging way relevant project results to a wider audience through talks at scientific conferences, semi-popular articles and the media.
- Produce well-written material for the Website and other communication channels that showcase BTO commercial consultancy outcomes.
- Additional objectives may be agreed with the line manager.

WHAT YOU WILL BRING TO THE POST

Essential

- A degree in a relevant area or equivalent relevant experience.
- Membership of a relevant professional body.
- Excellent professional experience in a relevant environmental discipline.

ABOUT THE ROLE

- Commercial and financial acumen with a successful track record.
- An aptitude and high level of initiative to see and take advantage of new opportunities and to break into new areas of work.
- Business development expertise.
- Excellent networking, communication and relationship management.
- Excellent project management skills and ideally experience of delivering multi-party consortia projects.
- Willingness to work overseas for periods of time (rarely exceeding two weeks in one spell) and a high level ability to manage risks when working on international projects.
- An ability to work constructively and with sensitivity across a wide range of groups and individuals from diverse cultural backgrounds and with different requirements.
- Excellent all-round communication skills including media work.
- Full driving licence.

Desirable

- An expert understanding of the issues associated with Environmental Impact Assessment methodologies and associated planning processes.
- A broad knowledge of ornithology, ecology, conservation and of UK and international conservation organisations.

FIND OUT MORE ABOUT THE ROLE

For an informal chat about the position please contact Andy Clements (01842 750050 or andy.clements@bto.org)

SALARY AND BENEFITS

A starting salary of £36,463 rising to £40,515 over two years.

A 37-hour working week.

The post will be based at BTO HQ in Thetford, Norfolk.

Annual leave entitlement on starting is 25 days plus bank holidays. The post holder will qualify for life assurance (four times salary) and be automatically enrolled in the BTO group personal pension scheme, benefitting from an 11% employer contribution.

MAKING AN APPLICATION

If you have what it takes then we look forward to hearing from you – send your completed application form with a CV to Sian Knott via recruitment@bto.org stating the job title in the subject line.

Closing date for receipt of applications is 1pm on Friday 10 May 2019.

It is anticipated that interviews will be on Monday 20 May 2019 in Thetford, at the BTO, IP24 2PU.

If you have a disability or long-term illness that otherwise prevents you from meeting any of the essential criteria, please contact us to discuss whether a reasonable adjustment could be made.

As users of the disability confident scheme, we guarantee to interview all disabled applicants who meet the minimum criteria for the vacancy.

