



FOOTPRINT
ECOLOGY



Proudly
employee
owned.

Worbarrow Bay

Recruitment Pack

People Director



South West Coast Path - Lulworth Cove

Thank you very much for your interest in the role of People Director at Footprint Ecology.

You can read more about the role in this pack and find more information about Footprint Ecology on our website. If you have the experience and motivation to help shape Footprint Ecology over the next few years, we are excited to hear from you.

The closing date is the 11th October 2026.



Our Employee Ownership away day to Dawlish Warren in 2024

Overview of the role

Title:	People Director
Hours:	37.5 per week (part-time will also be considered)
Salary scale:	£45,000 – £50,000 Full-time equivalent
Employment term:	Permanent
Responsible to:	Senior leadership team
Location:	Forest Office, Wareham, Dorset. BH20 7PA
Overall purpose:	Ensure our employees are at the heart of our strategic planning and everyday practice

Footprint Ecology is a small team of experienced and dedicated ecologists. For 20 years, we have been at the forefront of innovative, evidence-led nature conservation, working with those who share our values towards our goal of a flourishing natural world. Footprint Ecology became employee-owned in 2023.

We are delighted to be looking for a new Director to be part of the team at Footprint Ecology. Our new People Director will be responsible for helping us to attract, develop and retain talented staff and foster an inclusive, values-led culture that supports our goals. They will be a senior leader within the company, providing strategic leadership on all people-related matters and nurturing a highly engaged and well-supported team. They will contribute to one or more of our ecological work streams (described later) and may develop new ones.

We are flexible around working hours and are open to full-time or part-time applications.

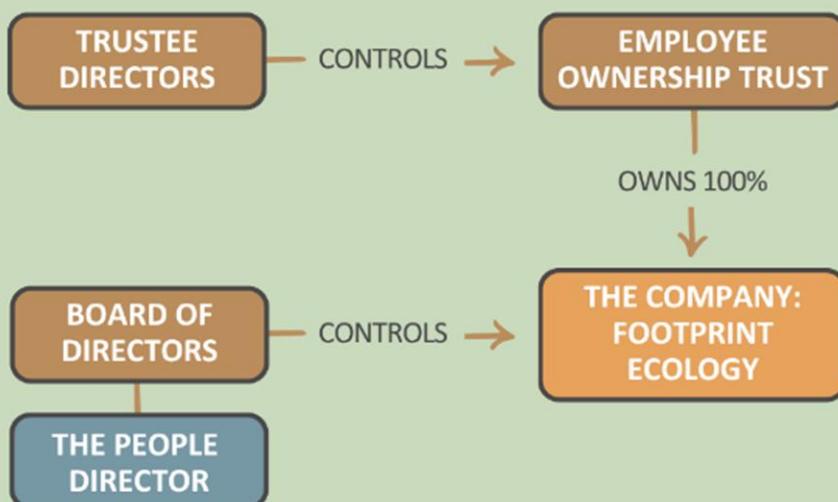


Shaping our future at 2026 annual Employee Ownership day

About Footprint Ecology

We are proud to be employee-owned, a transition made to safeguard our future and our ethics. This ownership structure provides all employees with more influence, information and reward (in the form of an annual tax-free share of the profits in addition to other benefits – see *What we offer*).

Footprint Ecology is owned by the Footprint Ecology Employee Ownership Trust (EOT) which is overseen by the trustee directors (including an employee representative) to hold the company directors to account on behalf of all employees.



Our culture

Our core values are:

Passion



We care deeply about the natural world.

Integrity



How we work, and who we work with, are as important as what we work on.

Support



We are an empowered, diversely skilled, close-knit team who value each other.

We recognise that Footprint Ecology's most important assets are its people. We aim to cultivate an inclusive workspace that is free from discrimination, where differences are celebrated and everyone is supported to flourish.

What we do

We advise and collaborate with non-commercial organisations to conserve and restore nature, specialising in the interface between people and the environment. We do this by:

- Translating our values into how we run our day-to-day business. We run a sustainable, ethical consultancy
- Working with those who share our values. We do not work for commercial developers
- Working with clients to find collaborative solutions to complex problems
- As leaders in our field we have a depth of expertise and unrivalled experience built over 20 years
- Enjoying our diverse portfolio across nature conservation, recreation and associated strategic planning.

Our work areas

Our portfolio is diverse and ever-evolving as we are always interested in new challenges. Our work currently encompasses the following areas:

- Balancing recreation and wildlife, providing an evidence base on impacts of recreation such as bird disturbance or trampling damage
- Designing mitigation strategies and visitor management for protected sites
- Safeguarding habitats and species through Habitat Regulations Assessments for strategic plans and projects such as species reintroductions
- Biodiversity audits - assessing and categorising priority species present in site and wider areas to provide an evidence base for land management decisions

- GIS – analysing and presenting large spatial datasets in novel ways
- Management planning for complex sites
- Visitor surveys and visitor monitoring on nature reserves and countryside sites
- Species recovery evaluation; supporting projects and programmes to evidence change
- Designing and implementing monitoring programmes for habitat restoration, species recovery and mitigation work
- Botanical survey work including species monitoring and condition assessments.



How we work

Footprint Ecology operates from its main office in Purbeck - one of the most beautiful and biodiverse areas of the UK. We currently have 10 members of staff (including full-time and part-time) plus a team of subcontractors who work with us on bird, plant and visitor surveys. Our main office in Wareham Forest is the hub of the company, with some staff currently home-based and working from Hampshire, Cornwall and Gloucestershire. Ideally the People Director will be based at the Wareham office to integrate with the team.

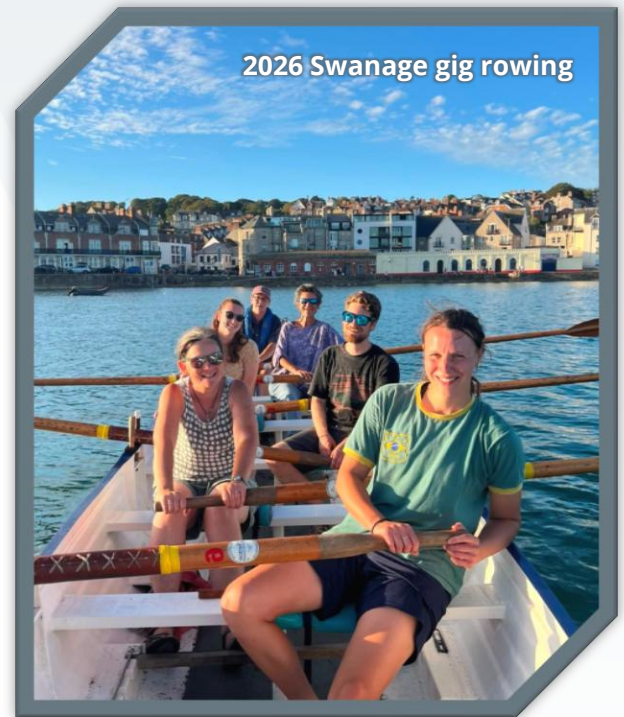


Job description

This is a new post, and the People Director will be able to help shape their role. Key responsibilities will include:

Strategic leadership

- Develop and implement a people strategy aligned with our values and organisational goals, ensuring our team structure, size, staffing costs and competencies support our business plan
- Contribute to future business plans and budgets
- Advise senior leaders on employee-related matters
- Protect our vision, mission and values
- Lead employee engagement and wellbeing initiatives
- Report back to the EOT Trustee Directors on people matters.



People operations leadership

- Oversee employee journey (recruitment, onboarding, staff development and retention)
- Undertake succession planning and job evaluations (including bench marking outside of Footprint Ecology)
- Work with the Practice Manager to ensure HR policies and practice are legally compliant and reflect our values
- Oversee appraisal process and taking on some line management responsibility
- Review and develop staff benefits
- Manage people-related organisational risk
- Maintain oversight of personnel and payroll systems.



Away day at Kingcombe 2026



Culture and inclusion

- Support an engaging workplace culture that facilitates collaboration and innovation
- Proactively support staff well-being including the integration of hybrid workers and sub-contractors
- Promote professional learning and development opportunities
- Perform any other duties consistent with the role and/or reasonably required by the senior leaders and EOT trustee directors.

Contract work

We are a small business and a full-time People Director will contribute to one or more of our income-generating work streams. This would potentially involve:

- Responding to invitations to tender
- Liaising with clients
- Project management
- Working collaboratively in projects led by other team members
- Analysis, report writing, presentation and facilitation
- Field surveys (according to skill set).



What we need you to bring

You will need to be an enthusiastic, approachable and highly organised person who is passionate about wildlife and the environment and has a talent for people management.

You will thrive in this role if you:

- Are naturally people-orientated and enjoy building and maintaining relationships, including with dispersed staff
- Are approachable, able to actively listen and with excellent communication skills
- Are a strong team player, comfortable working collaboratively within a small team
- Have strong organisational skills, can manage competing priorities and maintain accurate records.
- Are proactive, adaptable, resilient and able to work flexibly, according to our needs
- Are able to motivate and inspire others at all levels in the company
- Can balance the needs of individuals with those of the company
- Have a positive, proactive attitude and are able to problem solve and offer pragmatic solutions
- Have sound judgement with the ability to make rational and well-informed decisions and choices
- Are able to combine a Director role with contract work (depending on hours worked).



Monthly team meetings at our Wareham office



You will need:

- A relevant degree-level qualification
- At least 3 years of line management experience
- A demonstrable flair for people leadership
- A passion for wildlife and commitment to environmental and sustainability values
- To show a high level of professionalism, including confidentiality
- Full IT literacy (e.g. Teams, SharePoint, Outlook, Word, Excel etc.).

Ideally you will have

- Have experience of working within the UK nature conservation sector
- Have experience from different organisations and situations of effective line management
- Have senior leadership experience including experience of setting and managing budgets
- Have knowledge of employment law
- Have experience of managing a team with hybrid working practices
- Make active use of information and resources gained via personal networks to inform the development of this role
- Understand the benefits and challenges of EOTs
- Have experience working as part of a small, highly committed team
- Have a good working knowledge of project management practice and systems.

What we will offer in return

We offer a chance to help develop and shape the future of a dynamic employee-owned ecological consultancy based in the beautiful Purbeck countryside.



Conservation focused work that has impact (we do not work for commercial developers)



Profit share with **£3,600 tax-free** (max, not guaranteed, but paid all years this has been available)



Working with a **friendly, supportive team** in a lovely environment



Generous pension scheme



Employee Ownership means input into shaping our company



Enhanced leave (linked to length of service)



Flexible working



Weekly office lunch time **yoga** classes



Investment in **training and career development**



Family friendly (enhanced maternity/paternity/adoption pay and parental leave)



Annual **cost of living rise** (we budget for an annual cost of living rise each year)



Employee assistance programme



Cycle to work scheme



Annual allowance for **clothing for work**



Two **paid volunteer days** per year



Workplace **EV charging**



Regular whole-team field trips



We are an accredited **Real Living Wage** employer



Application guidelines

Please apply by sending a covering letter explaining how you feel you meet the requirements for this job and would fit in with our values-driven company. Please also include a CV.

Deadline for receipt of applications is 11th October. Shortlisted candidates will be invited for an in-person interview at our office just outside Wareham in Dorset. Interviews will be in the week beginning 19th October (please let us know in your application if you are unable to make these dates; we may be able to arrange an alternative).

If you would like to discuss the role further, please contact our Practice Manager Fenella Lewin (fenella@footprint-ecology.co.uk). Please note that we are unable to recruit anyone who does not have a legal right to work in the UK. Unfortunately, we cannot provide visa sponsorship. If you require reasonable adjustments in the application process, please contact us at: 01929 552444 or email fenella@footprint-ecology.co.uk.

