Gough Island Operational Manager

What the job is about ….

About Gough Island
Gough Island in the South Atlantic is a 65km² volcanic island that is part of the UK Overseas Territory of Tristan da Cunha. Widely considered the most important seabird breeding site in the world, the intrinsic value of Gough’s unique seabirds helped gain its World Heritage Site status in 1995. There are 22 species of breeding seabirds on Gough – many endemic and threatened with global extinction. From the outside the island appears a birding paradise as millions of petrels, prions and albatross arrive to breed between September and January. However, the threats to these seabirds are very real, and declines in the endemic species of up to 96% over three generations are driving a number of species towards extinction.

Gough itself is entirely uninhabited except for up to 10 meteorological station staff and researchers who work on the island in one year rotations. The RSPB employs a team of three to carry out bird monitoring and invasive species survey work each year. Other team members join from the South African National Antarctic Programme (SANAP) and the Department for Environmental Affairs (DEA) in South Africa. In September of each year a new team deploys to the island and the previous year’s team returns home.

These teams join a legacy of ‘Overwintering Teams’ who have been Gough’s only long-term visitors, working on the island since 1956. The Overwintering Team will remain on the island throughout the operation and will play a key role in monitoring the island’s wildlife during the eradication.

The community of Tristan Island are the closest community to Gough, 350km away. The RSPB has a 25 year history of conservation work with Tristan da Cunha, and almost 20 years on Gough. The Tristan community are the custodians of Gough Island and the RSPB’s key partner in the restoration project. They are vital to the success of the Restoration Programme today and to sustaining its impact in the long-term.

The Gough Island Restoration Project

Our vision is for Gough Island to be restored as an idyllic breeding ground, free from invasive non-native mammals, where some of the world’s most unique seabirds can thrive once again.

The main threat to Gough’s wildlife is invasive non-native mice. The mice are thought to have arrived at Gough on sealers’ ships in the 19th Century, but it was not until the early 2000s that nest cameras first captured the mice preying on seabird chicks and eggs. Up to 8 mice have been seen attacking a single albatross chick, often returning for up to three nights before the chick eventually succumbs to its injuries. Of the 22 seabirds breeding on Gough, we know that 15 of them are affected by mouse predation. The situation is severe. We cannot stand by and allow these declines to continue, which is why the Gough Island Restoration Project was established.

The operation, scheduled for the Southern winter of 2020 (June-August), will be an aerial eradication of mice using helicopters. There will be an avicultural element to the project as we house a proportion of the two endemic landbird populations in on-island aviaries during the operation to minimise the loss of non-target species. Following international best practice we will monitor for mice two years post-eradication. If no signs of mice are seen the operation will be declared a success and Gough Island will be mouse free!
If successful The Gough Island Restoration will be known as one of the most challenging island restorations ever undertaken. Saving two Critically Endangered birds from extinction and preventing the deaths of a huge number of seabird chicks every year, there is potential for significant, long-lasting conservation impact. This is a rare opportunity to be a part of the team that will secure the future of Gough Island and its unique biodiversity.

There is more information on the Gough Island Restoration Programme at [www.goughisland.com](http://www.goughisland.com).

**Team Structure**
The Operational Manager is a key role in the “Management and Operational Staff” team.

Other key posts in this team include the Programme Manager, Operational Logistics Manager, and Aviculture Lead. The Operational Manager will be responsible for recruiting the on-island team of eradication staff, including an Assistant Operational Manager and technical advisors. He/she will be the person who oversees the implementation of the Operational Plan for the eradication and will drive the project through its implementation stage.

The successful applicant will have proven project management experience as well as outstanding leadership and communication skills (ideally including media skills). He/she will be physically fit and capable in remote field situations. He/she will be adaptable, with strong collaboration ability and experience of managing important stakeholder relationships. The perfect candidate would have remote island working experience, and a good knowledge of pest control and eradication techniques and projects.

This role will be vital in delivering the restoration of Gough Island – it is a once-in-a-lifetime chance to save species from extinction and leave a lasting conservation legacy. Are you up for the challenge?
Who we are and what we do

The RSPB exists to give nature a home. We help our birds, other wildlife and natural places survive and thrive.

On our doorstep are woods and farmland, moors and marshes, cliffs and mountains. They are home to an astonishing array of precious but threatened wildlife. Every species is unique, but they are all connected to one another. And every one of them needs a home to survive.

Sadly, many of our best loved and most iconic species can’t find a welcome home here any more. It’s our job to change this. A country that’s not home to skylarks and puffins, red squirrels and hedgehogs is not a country any of us want to live in.

To protect our threatened birds and other wildlife, we need to protect the places where they live. If we are taking care of nature, we are taking care of ourselves and future generations.

The RSPB in a nutshell

The Royal Society for the Protection of Birds (RSPB):

- Was formed in 1889 to counter the barbaric trade in bird plumes for women’s hats
- Has since grown into a world-leading wildlife conservation organization and now speak out for all birds and wildlife, tackling the problems which threaten our environment
- Has over a million members, including more than 200,000 youth members
- Has more than 2,000 active staff members and almost 18,000 volunteers, who donate more than a million hours of their time – that’s the equivalent of 600 full-time staff
- Has a NET income available for charitable purposes of £89.3 million
- Has more than 200 nature reserves covering 143,780 hectares and home to 80% of our rarest or most threatened bird species
- Has a UK headquarters, three national offices and eight regional offices
- Has a network of over 150 local groups and more than 150 youth groups
- Has an impressive global reach, with active projects and capacity building programmes in 26 countries and 10 UK Overseas Territories
- Is the UK partner and leading player, in Birdlife International
- Has the largest charity mail order operation in the UK, and also has the UK’s most successful charity credit card

Volunteers

Volunteers founded the RSPB 125 years ago and remain a vitally important part of the organization today; there are approximately nine volunteers for every paid member of staff.

Our volunteers bring a unique range of skills and qualities to the RSPB, help stretch our scarce resources and keep us in touch with grass roots.
Our Strategy, Mission and Cultural Values

Our Strategy

Our vision: a world richer in nature
Imagine this. Wild birds and other wildlife will no longer be declining. Nature is restored, enriching and sustaining the lives of people as a result. Such a world would guarantee that future generations have clean air and water, a stable climate, abundant and diverse wildlife, and a robust, diverse and sustainable economy.

Our long-term purpose: saving nature
We believe that:
- There is a moral imperative to save nature
- Nature is crucial for peoples quality of life and the planet’s life support systems
- Birds are an integral part of the web of life
- We are well placed to stand up for birds and all nature
- The challenge is great, we must work with others to succeed
- We need growing popular support

Our Mission

By 2020…
Our work is both urgent and important and we need to act now to make a difference. The world’s governments have committed to halting biodiversity loss by 2020 and we will challenge them, as well as businesses, civil society and ourselves, to take the steps necessary to reach this goal, and then go further.

Our Cultural Values

Our cultural values are the way we work with each other and partners:

Bold
We speak out honestly for what we believe in, aiming higher and pushing further for growth. We seek to provide innovative, fun and sociable ways for people to get involved

Focused
We identify where birds and wildlife are most under threat, then act decisively and with commitment to save them and deliver tangible results

Supportive
We support each other and our sector partners in order to flourish, and make sure our supporters receive reward and recognition for their contribution

Together
We work together for the biggest possible impact across the RSPB and with partners across the UK and globally
What we offer

The RSPB offer some great benefits to reward and support you while working with us.

**Pay**
We offer a competitive salary to attract and retain great people.

**Flexible Working**
We pride ourselves on being a flexible and supportive employer. We realise that our staff have demands on their time outside of work, and are open to requests to work flexibly. There are a range of options to support you such as flexitime, TOIL and parental leave. Depending on the circumstances, up to five paid days a year is offered for unexpected family emergencies, elective medical procedures and compassionate leave.

**Annual leave**
Our leave year runs from 1 April to 31 March. When you start you will receive 26 days’ holiday, excluding public holidays (four days are taken during the RSPB’s Christmas shutdown). This will increase to 28 days after three years' continuous service and 30 days after seven years' continuous service. Leave will be pro-rata for part time staff and where you start part way through the year.

**Life Assurance**
All employees age 18 or over and under 75 are automatically covered for death in service benefit. A lump sum of five times basic salary at the date of the employee’s death is paid to their beneficiaries or estate.

**Maternity, paternity and adoption leave**
To support your family life we have enhanced our legal obligations towards employees. We offer up to 12 weeks full salary to employees going on maternity or adoption leave, and up to two weeks on full salary to employees taking paternity leave.

**Sickness Pay**
If you become ill, you are supported by our enhanced Occupational Sick Pay Scheme. Your entitlement is determined by length of service, but can be up to a maximum of 36 weeks for full-time staff. We also work closely with one of the UK’s leading occupational health providers, to help you in returning to work.

**Employee Assistance Scheme**
All RSPB employees have free access to an Employee Assistance Programme provided by The Validium Group. This service is available 24 hours a day, 365 days a year.

**Staff Association**
All employees are eligible to join our staff association. The RSPB set up the Staff Association to independently protect and promote the interests of staff. It is officially recognised by the Management Board and Council and is consulted on many key decisions. The Staff Association also negotiate member discounts on a wide variety of goods and services.

**Learning and Development**
The RSPB is committed to supporting all RSPB employees with quality learning and development opportunities. We offer a wide range of learning and development opportunities including our induction process, on-going training and e-learning. We prioritise leadership and management which is key to people motivation and success. Our recent leadership programmes have received the Institute of Leadership and Management accreditation. The Learning and Development team’s focus and aim is to help both you and the organisation to succeed.
Volunteering
All employees are entitled to one extra day of paid leave each year to spend volunteering. This can be for any charity or voluntary organisation - not just the RSPB.

Sabbaticals
After five years' continuous service, and each five years thereafter, all employees are entitled to a 4 week sabbatical. This is a chance to take time out of your busy day-to-day job to do research, volunteer, learn a new skill or travel. Sabbaticals should have specific goals and objectives designed to benefit both you and the RSPB.

Childcare Vouchers
The Childcare Voucher Scheme is open to all employees who are parents or guardians and currently use childcare facilities. Employees can opt to receive part of their salary in childcare vouchers up to a maximum of £243 per month to use with a wide range of childcare providers. The amount received in vouchers is tax free.

Green loans
Employees can apply for an interest-free loan to buy a bicycle or a season ticket.

RSPB Nature Reserves and RSPB retail
Employees can visit any RSPB reserve free and can receive up to 20% off retail items in the RSPB’s shops.

Relocation
We are able to offer a limited amount of financial help towards relocation costs for employees, depending on the circumstances. We need the right people in the right place so offer financial help towards relocation costs for employees, depending on the circumstances. Whether you are a home owner or renting, we may be able to offer you assistance.

How we expect you to work
The RSPB has seven key competencies that are important to our organisation’s success. We expect all employees to demonstrate the following behaviours in everything that they do:

Direction:
You ensure you have a clear direction and sense of common purpose that guides what you do and how you approach your work.

Energy:
You bring energy and urgency to the RSPB to motivate people to do the best they can.

Capability:
You build your own and other people’s capabilities, directly and indirectly.

Relationships:
You communicate effectively and build productive internal and external relationships

Change:
You support continuous improvement and change and constantly look for way to do things better.

Advocacy:
You act as an advocate for the RSPB.

Performance:
You get things done achieve ambitious goals and the RSPB’s aims.
Environmental Statement

We have a role to play in protecting our environment by being as ‘green’ as possible. As a conservation organisation, we know a healthy environment is critical for nature and that we need to lead by example. Through our environmental management system (EMAS), we have an Environmental Policy, objectives and targets which prioritises where we can do most. All staff members are asked to respect and adhere to our green principles.

Equality and Diversity at the RSPB

The RSPB is part of a global network that incorporates a diversity of traditions and cultures, and which represents different inheritances, backgrounds, influences, perspectives and experiences. A better understanding of people’s differences will help us to appreciate and value everyone’s contribution, and recognise that we are all an integral and invaluable part of the RSPB.

Everyone has the right to be treated with consideration and respect. The RSPB is committed to achieving a truly inclusive environment for all, by developing better working relationships that release the full potential, creativity and productivity of each individual, and an atmosphere where everyone can learn, work and live free from prejudice, discrimination, harassment and violence.

The RSPB aims to ensure that all staff, volunteers, partners, clients, contractors, members and the general public are treated fairly. Unless it can be shown to be justified, this will be regardless of sex, sexual orientation, gender re-assignment, marital or civil partnership status, race (including colour, nationality, ethnicity, or national origin), disability, medical status, age, religion or belief, political opinion, social or economic status, or ex-offender status.

Employment Checks

All offers of employment are made subject to the following criteria:

Proof of eligibility to work in the UK, Satisfactory Employment Health Check, Two references satisfactory to the RSPB and where required a Satisfactory Criminal Records Bureau Check.

Applications from candidates requiring a certificate of sponsorship under the UK points-based immigration system will not be considered if there are suitable candidates who do not require sponsorship. This is because employers need to demonstrate that they are unable to recruit a resident worker, before they can recruit a non-resident worker*. The resident worker rule does not prevent applicants requiring sponsorship from applying for our vacancies, but such applications should be made on the understanding that they can only be considered subject to the restrictions above.

For further information, please visit the Home Office UK Border Agency website.

*This rule does not apply to those applying for roles that require a bachelor, postgraduate degree or postgraduate certificate in education qualification. It is necessary for the qualification to be an essential requirement for the role and the applicant to prove that they possess such a qualification (or have completed a minimum of 12 months study in the UK towards a UK PhD), which is recognised in the UK.