



October 2026

Nature Based Solutions Operations Director

Job Information Pack

Who we are

[About Us](#)

The Green Estate Community Interest Company is a social enterprise rooted in South Yorkshire with national and international reach. Our mission is to grow green and resilient urban places for people and nature to thrive. We were originally set up in 2003 as a heritage and environmental regeneration project in the Manor area of Sheffield. The Green Estate team of 60 staff, 40+volunteers and partners have turned 42 hectares of derelict land and heritage buildings into a unique, beautiful and sustainable landscape for people and nature to enjoy for generations to come. Our remarkable site has roots back to the 12th century, and you can learn more about its history [here](#). You can also find out more about our international nature-based solutions business including our renowned Pictorial Meadows [here](#).

We are now a multiple award-winning organisation that acts as a beacon for place-based urban resilience with a social, economic and environmental impact on our local community and beyond. Our 2030 ambition is to become a national Place-based Urban Resilience Demonstrator.

Where there were old derelict buildings considered a liability, there is now £9 million-worth of heritage facilities. Where there was no-go wasteland with burnt-out cars and antisocial behaviour, there is now beautiful urban meadows, sustainable urban drainage systems and a circular economy green recycling unit. Where there was stigma, abandonment and disillusionment, there is now innovation, partnership and hope.

We work across education, offer inspirational visitor experiences, support other community enterprises on our site, design and deliver innovative nature-based solutions, and care for the green spaces in our ward – demonstrating place-based urban resilience in action. In 2023, our work was recognised by the King with the prestigious [King's Award for Enterprise in Sustainable Development](#). In 2024, we were named [Green Innovation Business of the Year](#) and the overall [Winner of Winners](#) in the British Chamber Business Awards. We are also proud to have achieved the [People and Planet First verification](#) for businesses tackling social and environmental issues.

Our Mission

[About Us](#)

Our **mission** and **values** guide us in our Roots to Resilience.



Our Values

[About Us](#)

Our values reflect the essence and uniqueness of The Green Estate CIC. They remind all of us and show others what matters to us, how we make decisions, and how we think and act in common purpose to achieve our mission.



Integrity: We act as one team with integrity across all of our work.



Impact: We care for our local roots and work at place level with nature, heritage and communities to improve health, biodiversity, the economy and climate resilience.



Collaboration: We will seek to work in partnership with people and organisations who share our purpose and values to achieve multiple benefits for people and nature.



Innovation: We work with an entrepreneurial mindset using our assets to innovate and generate practical, sustainable solutions with added environmental, social, and economic value.



Influence: We demonstrate and shine a light on the art of the possible to influence policies, practice, and systemic change for the common global good.

Our Goals

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For our path of Roots to Resilience, we have set six goals to focus on for 2028.

01. **Place-based Urban Resilience:** We will have co-designed a blueprint for place-based urban resilience, to increase awareness and understanding of how to grow green and resilient urban places for people and nature to thrive.
02. **Nature-based Solutions:** We will have developed new innovations and grown our nature-based solutions across the UK and the EU, to become market leaders in resilience horticulture and increase our investment in community impact close to home.
03. **Growing Communities:** We will have scaled up our growing communities programme, so more people feel connected with each other, with nature and green space and with growing their own food.
04. **Flourishing Futures:** By 2028, we will have unlocked the potential of our heritage, expertise, resources and networks to enable children, young people and their families to flourish and create a brighter future for generations to come.
05. **Greenest Estate:** We will have improved access to quality green space in Manor Castle ward, so it becomes known as one of the greenest estates in Britain helping people and nature to thrive.
06. **Sustainable Business:** We will have improved our working conditions and sustainability credentials so our team and organisation can thrive.

Job Purpose

Job Role

Responsible to: Chief Executive Officer

Responsible for: Production, Sales and Delivery teams

To provide strategic and operational leadership for the production, sales and delivery functions of Green Estate's Nature-Based Solutions (NBS) business, ensuring high-quality, efficient and commercially successful production, delivery and sales across the NBS portfolio.

The role will strengthen operational leadership and resilience across commercial landscape delivery, parks stewardship and long-term management, Pictorial Meadows turf and seed production, Grey to Green, manufactured soils, green waste and compost production and other developing NBS products and services.

The NBS Operations Director will also ensure that business development, marketing and sales remain part of the culture and responsibility of NBS teams, particularly through their relationships with existing clients and their ability to secure repeat and future work.

Working closely with the NBS Growth Director and wider NBS team, the postholder will ensure the organisation has the people, systems, production capacity and operational capability required to deliver existing commitments and support future growth.



Key Responsibilities

Job Role

Operational Responsibilities

- **Deliver excellence:** Lead the delivery of all NBS products and services, ensuring contracts, projects and production activities are delivered safely, efficiently, profitably and to agreed quality standards.
- **Sales conversion:** Maintain visibility of forthcoming qualified opportunities and ensure they are scoped, priced and quoted effectively, with progress and outcomes reported back through the commercial pipeline.
- **Operational performance:** Maintain oversight of operational performance across production, contract delivery and long-term stewardship activities, taking corrective action where performance falls below target.
- **Production leadership:** Ensure appropriate production planning, forecasting, quality assurance and resource allocation across seed, turf, manufactured soils, compost and emerging NBS products.
- **Capacity and resilience:** Develop operational capacity, workforce capability, systems and supply chains to support current commitments and future growth.
- **Mobilise and deliver:** Ensure new contracts, projects and partnerships can be mobilised effectively and delivered safely, efficiently and profitably.
- **Health, safety and compliance:** Ensure the highest standards of health and safety, environmental compliance, quality management and risk management are maintained across all NBS operations and meet Constructionline Gold,SSIP, CHAS and other client requirements.

- **Customer delivery:** Ensure consistently high levels of customer satisfaction across mobilisation, delivery, aftercare and contract management.
- **Ensure quality delivery capability:** Identify and mitigate operational, contractual, commercial and supply-chain risks, reporting significant risks to the CEO and Board in a timely and effective manner.
- **Operational capability:** Work with the NBS Growth Director and others to ensure operational capability keeps pace with commercial growth and that delivery excellence, resilience and succession planning are embedded across the NBS business.

Corporate Responsibilities

- **Specific Accountability:** Lead the development of the NBS operations, production and delivery strategy, ensuring operational plans support and align with the wider organisational strategy, growth plans and governance framework.
- **Shared Accountability:** Build strong trusted relationships with other members of the Leadership Team and the Board and contribute to the development and delivery of wider organisational plans and governance obligations.
- **Corporate Leadership:** Act as an internal and external champion for The Green Estate's purpose, values and culture.

Key Responsibilities (cont)

Job Role

Leadership and People Responsibilities

- Develop management capability and ensure all managers and their teams have clear objectives, responsibilities and performance measures aligned to organisational goals.
- Develop workforce skills, capacity and capability to support future growth.
- Ensure effective communication and coordination between operational, commercial and support functions.
- Support managers and technical teams to contribute to client retention, repeat business and continuous improvement.
- Work collaboratively with the NBS Growth Director to ensure commercial ambitions are matched by operational capability.
- Take responsibility for the financial and operational performance of NBS delivery and production activities.
- Maintain oversight of operational budgets, forecasting, productivity, resource planning and cost control.
- Ensure appropriate commercial controls are applied to procurement, subcontractors, suppliers and delivery partners.
- Monitor operational and financial performance and take corrective action where performance falls below agreed targets.
- Protect The Green Estate from unnecessary operational, contractual, financial and reputational risk.

Person Specification

Job Role

Essential

- Significant senior operational leadership experience in one of Nature-Based Solutions, landscaping, horticulture, environmental services, construction, manufacturing or a related sector.
- Proven record of leading complex operational delivery functions and achieving high standards of quality, efficiency, safety and customer satisfaction.
- Strong experience managing production, contract delivery, operational planning and resource management across multiple activities.
- Proven ability to lead operational teams and develop managers, workforce capability and organisational resilience.
- Strong commercial and financial management skills, including budgeting, forecasting, profitability, productivity and performance monitoring.
- Detailed understanding of health and safety, environmental compliance, quality assurance and operational risk management.
- Experience of developing systems, processes and operational controls that improve performance and support business growth.
- Proven ability to manage supply chains, subcontractors, production partners and operational stakeholders.
- Strong analytical skills and experience using operational and performance data to make evidence-based decisions.
- Credible, collaborative leadership with excellent communication, influencing and problem-solving skills.
- Proven ability to provide corporate leadership and build trusted relationships with senior executives and board directors.
- Ability to balance strategic leadership with practical operational delivery.

Success Measures

The following key performance indicators will be agreed annually. This is an operational leadership role so measures will be based on delivery performance, profitability, operational efficiency and customer satisfaction.

- Delivery of all contracts and production activities to agreed quality, budget, safety and programme requirements.
- Increased operational profitability across NBS products and services.
- Improved operational efficiency, productivity and resource utilisation.
- Increased customer satisfaction and repeat business rates.
- Reduction in operational risks, defects, rework and service failures.
- Increased production capacity and resilience supporting business growth.
- Achievement of health and safety, environmental and compliance standards.
- Effective mobilisation and delivery of new contracts and strategic opportunities.
- Development of operational capability, management succession and workforce resilience.

Job Specification

Job Role

Salary	£49,128.00 - £52,332.00
Pension	We offer entry to the company's stakeholder pension in line with auto enrolment.
Working hours	This post is full time and contracted for 37.5 hours per week. Work will predominantly be Monday – Friday 08:00 to 16:00 but there can be occasional events outside these hours.
Location	Predominantly onsite working but hybrid options can be discussed. There will be a requirement for European travel.
Probationary period	All new employees are required to undertake a period of probation for 6 months, in which they are expected to establish their suitability for the post.
Annual leave	31 days per annum pro rata (this includes all bank holidays), which increases to 36 with length of service.
DBS disclosure	Enhanced DBS check is required.
Equal opportunities	The Green Estate CIC is an equal opportunities employer and selection of applicants is based on merit. Our company policy document is available on request.
Additional benefits	The Green Estate CIC provides a beautiful location, free car parking, Westfield Health, enhanced company sick pay and paid time to volunteer in Manor & Castle Ward.



Benefits

Job Role

- A workplace situated in 14 hectares of beautifully landscaped and natural parkland containing a scheduled ancient monument
- Working for a social enterprise with community values
- Transport links and free parking, close to Sheffield city centre
- Westfield Health
- Discounts such as gym memberships, shopping discount codes, cinema discounts
- Holiday allowance 31 days per annum pro rata (includes bank holidays) increases to 36 days relating to length of service
- Flexible working where possible
- Employee assistance programme
- Paid time to volunteer in Manor & Castle Ward.
- Company enhanced sick pay and maternity leave
- Entry to the company's stakeholder pension in line with auto enrolment
- Staff and social events



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