



The
Wildlife
Trusts

Head of Marine Conservation

RECRUITMENT PACK

Salary: up to £48,000 per annum

Location: Flexible home working

Full time (35 hours per week)

Permanent contract

Royal Society of Wildlife Trusts
Registered Charity N° 207238
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About Us

The Wildlife Trusts are a federated movement of 46 charities, supported by a central charity, the Royal Society of Wildlife Trusts. Together we have 900,000 members, 32,500 volunteers and 3,400 staff across the UK. We are at an exciting moment in our 110-year history, with the development of an ambitious new strategy, setting out a vision for nature in recovery, with abundant, diverse wildlife and natural processes, creating wilder landscapes where people and nature thrive.

Wildlife Trusts have restored and care for some of the most special places for wildlife in the UK. Collectively we manage more than 2,300 nature reserves, operate 123 visitor and education centres and own 29 working farms. We undertake research, we stand up for wildlife and wild places under threat, and we help people access nature.

The Wildlife Trusts have been one of the lead organisations in marine conservation in the UK in the last 20 years. We played a significant role in the introduction of the world leading Marine and Coastal Access Act and have helped deliver the UK network of Marine Protected Areas. Collectively as a federation The Wildlife Trusts are the biggest marine NGO in the country. You would be joining a world leading group of passionate and knowledgeable group of marine practitioners.

The next few years will be critical in determining what kind of world we all live in. We need to urgently reverse the loss of wildlife and put nature into recovery at scale if we are to prevent climate and ecological disaster. We recognise that this will require big, bold changes in the way The Wildlife Trusts work, not least in how we mobilise others and support them to organise within their own communities.

● **What we are trying to achieve:**

- The twin crises of nature and climate emergencies have forced the Wildlife Trusts to rethink their role. Collectively, we have set out the new and ambitious Strategy 2030. Goal 1 of that strategy is to get nature into recovery with the Wildlife Trusts providing the leadership required to achieve 30 by 30: 30% of seas and land in nature's recovery by 2030.
- Nature's recovery rests on five critical interventions: (1) the development of a nature recovery network; (2) creating landscape recovery areas at a scale where natural processes can operate to drive up species abundance; (3) regenerative agriculture; (4) green infrastructure threading through our towns, cities and countryside and, (5) at sea, an effective network of highly protected marine areas.



About You

Are you looking for an exciting new opportunity and the chance to work at one of the UK's best-loved nature charities? We are looking for someone with the drive, and experience of high-level advocacy and facilitation skills to lead generating and implementing appropriate policies that will drive change. This is an exciting opportunity for an innovative, capable, and passionate leader who understands both nature and people. You will need to be able to inspire politicians, funders, the media, developers and communities.

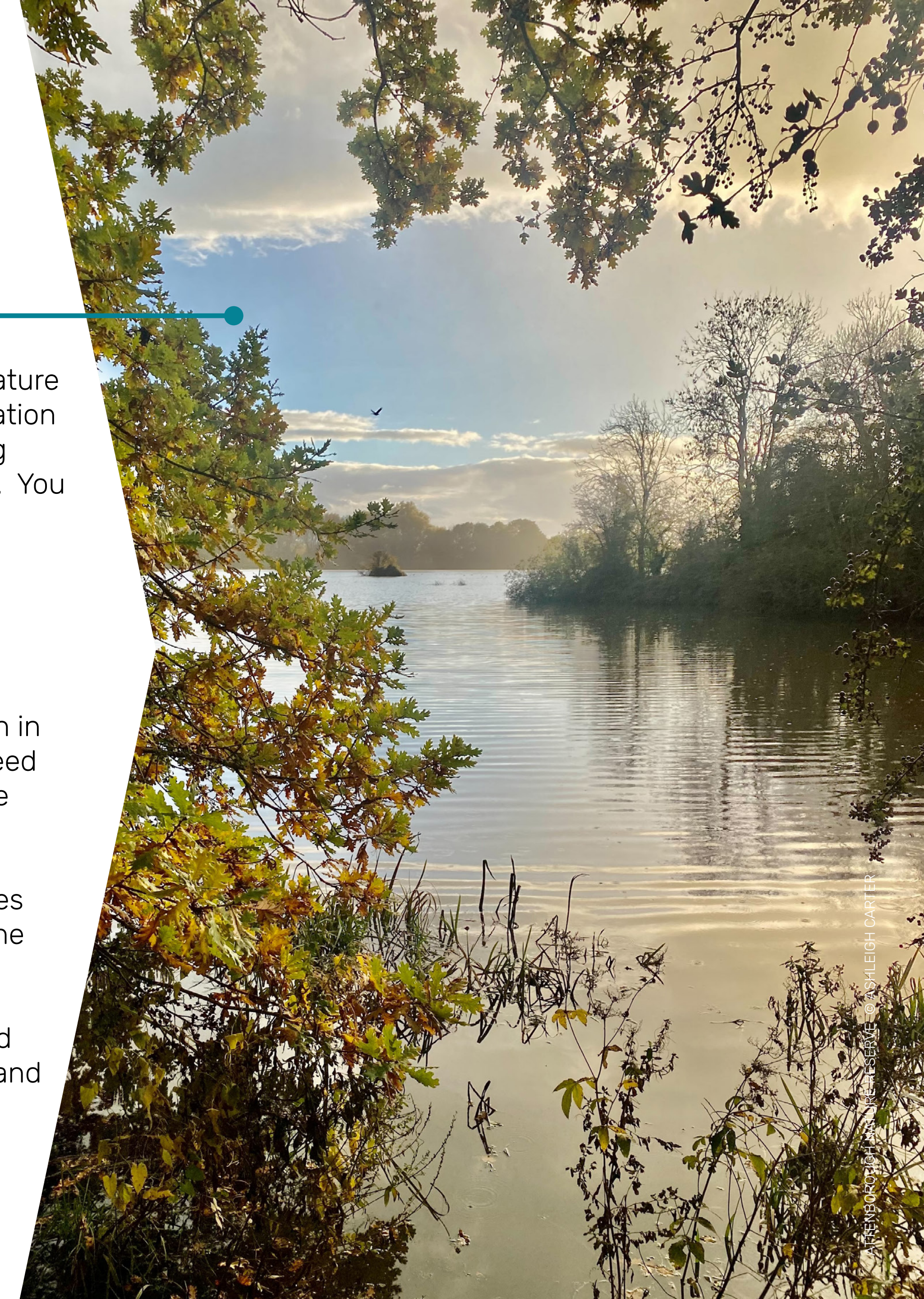
As Head of Marine Conservation, you will lead the delivery of the movements' ambitious response to the current climate and nature crisis at sea.

You will need to enjoy working in a fast-paced environment, be organised and resourceful, have great attention to written detail as well as confidence in public speaking. We need these skills to come through in your clear passion for our cause. You will be part of a tight and dedicated central policy team. You will need to have excellent collaboration and facilitation skills and always strive to ensure that everyone can come together effectively across the movement of The Wildlife Trusts to achieve our new and exciting vision.

We are interested in someone who is able to demonstrate experience of working with political adversaries and has no fear of engaging in robust discussions on the future of environmental law and a reverse in the destruction of our biodiversity.

We need someone who has knowledge of the UK's marine environment, the marine planning system and marine protected areas. Experience of out reach and advocacy efforts which has resulted in the public and decision makers calling for the restoration of our marine environment.

We are particularly interested in someone who has experience of working with the House of Lords, backbenchers, and the shadow front bench.



About You

The Wildlife Trusts value passion, respect, trust, integrity, pragmatic activism and strength in diversity. Whilst we are passionate in promoting our aims, we are not judgmental and are inclusive. We particularly encourage applications from people who are underrepresented within our sector, including people from minority backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

RSWT take our Safeguarding responsibilities extremely seriously. Please click [here](#) to read our commitment statement.

The Royal Society of Wildlife Trusts is committed to safeguarding and promoting the welfare of children and adults at risk. For applicable roles, applicants must be willing to undergo checks with past employers and Disclosure and Barring Service checks at the eligible level.

As a Disability Confident employer, we are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible.

Please do not use artificial intelligence tools to assist you to complete the application form. We may not accept applications that have been completed utilising AI tools. If you would usually use tools such as these to assist you in filling in a form, please contact tash.stewart@iris.co.uk to discuss this further and understand other options.



Job Description – Main Responsibilities

- Develop a plan to raise the public's and decision makers awareness of our marine environment and its role in climate change. The Wildlife Trusts' position on a marine spatial planning, Good environmental status current political parties.
- Help The Wildlife Trusts in line with our 2030 strategy to develop a bold and confident voice when dealing with developments that will have a major impact on Marine Protected Areas.
- Collaborate with others in the sector to ensure that the legislation and policies for marine nature's recovery are being effectively implemented.
- Work with the National Grid to ensure the least damage is created to the marine environment when deploying offshore wind.
- Help The Wildlife Trusts understand the role of Blue Carbon and develop an advocacy plan around what we know about this resource and its role in climate change mitigation.
- Ensure that the Living Seas team across the federation are working together in an effective way and are helping us to deliver strategy 2030.

For the organisation to work effectively you may be required to assist with other areas of work and therefore, you should be prepared to undertake other duties appropriate to the post, and any other reasonable duties required.

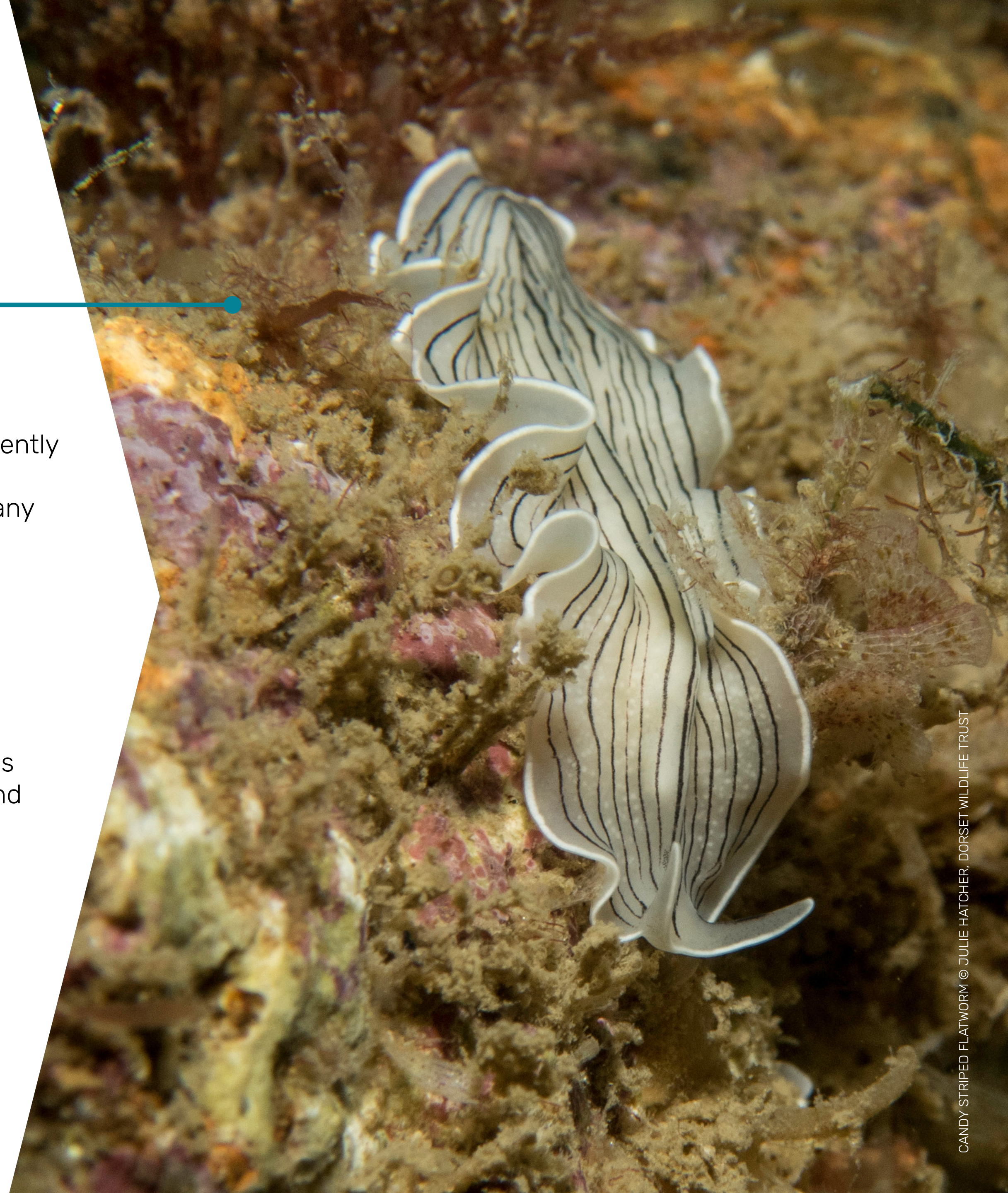
All staff are ambassadors for the organisation both internally and externally and are expected to act in a professional manner at all times. They are required to abide by organisational rules, policies and procedures as laid down in the staff handbook, adopt environmentally friendly working practices, set and maintain high personal standards of efficiency and customer care and foster a 'can do' culture based on ownership, initiative, teamwork and exchange of information.



Person Specification

Essential

- Personal Qualities:
 - Highly organised and able to flexibly manage and prioritise time and workload efficiently
 - Excellent communicator and able to work across a dispersed network
 - Flexible approach and happy to develop new programme of work and work with many different partners
- Key Competencies:
 - Demonstrates high levels of motivation and resilience combined with enthusiasm, commitment and a curious, inquisitive approach to challenge and seek continuous improvement
 - A credible leader that inspires staff and encourages innovation
 - Ability to design and facilitate strategy development processes, involving numerous internal and external stakeholders, with the aim of co-creating a common vision and delivery plan
 - Ability to engage with staff, peers, trustee members, and external partners to build relationships based on honesty, trust, mutual respect, and integrity to inspire confidence and respect and to resolve any conflicts or trust concerns
- Experience:
 - Substantial experience of advocacy and press work
- Knowledge and skills:
 - Understand the Marine and Coastal Access Act and Good Environmental status



Person Specification

Desirable

- Experience:
 - Substantial experience of working with nature conservation organisations, the public and voluntary sectors
 - In-depth understanding of the political, social and environmental context in which British nature operates
 - Experience of working in a politically harsh environment and able to demonstrate experience in negotiation and campaign planning in the current deregulation regime
- Knowledge and skills:
 - Have a good knowledge of the UK's marine environment and a track record of speaking publicly about it including national media
 - Experience of managing and working within a remote working environment
 - Have some experience of working with political parties
 - Experience of working collaboratively with colleagues, The Wildlife Trusts and stakeholders to co-create projects, solutions and concepts with success
 - Ability to express complex ideas and highly technical points with inspiration and clarity, in both written and oral form



Additional benefits of working for The Wildlife Trusts

- Private medical insurance
- Electric vehicle salary sacrifice scheme
- 26 days holiday per year plus 8 bank holidays
- 4 Concessionary Days
- Non-contributory Life Assurance Scheme
- Generous pension contribution
- Charity worker discount
- Employee Assistance Programme

Closing date for applications: 2nd June 2024

First interview: 12th June 2024

Second interview: 21st June 2024

