



The
Wildlife
Trusts

Marine Officer (Wales)

RECRUITMENT PACK

Salary: up to £28,907

Location: Home based (Wales and UK), some UK travel will be required

Full time: 35 hours per week

Fixed Term Contract until March 2026



About Us

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, who share a set of common beliefs. It has more than 900,000 members, including 200,000 junior members, 38,000 volunteers and 3,000 staff across the federation of 46 locally independent Wildlife Trusts and the Royal Society of Wildlife Trusts (RSWT). We work in every part of the UK and on Alderney and the Isle of Man. Wildlife Trusts Wales represents the five Wildlife Trusts across Wales. Together, the 46 Trusts and the central charity are known as The Wildlife Trusts.

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 next 10 years will be critical in determining what kind of world we will 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. It will require key stakeholders and the public to take action for nature's recovery. This will require big, bold changes in the way we think and operate, and the development of a strong, collaborative culture. We have already made great strides in the development of our marine policy, and we are now ready to build on.

If you are a passionate marine conservationist looking for a role that will deliver significant benefits for wildlife and nature across Wales with one of the UK's best-loved nature charities, then we have an exciting opportunity for you.

We are the largest non-governmental organisation working on marine in the UK, and are looking for a supportive, enthusiastic and knowledgeable colleague to join our team. Despite Blue Planet and more recently the Wild Isles series, we still have a job to do, to raise the profile of the sea and all that lives within it.

We know that our marine wildlife is under increasing pressure and we need to do more to conserve it for future generations – are you the person to help us do that? We are looking for an individual to join the Wildlife Trusts delivering positive changes in marine conservation policy in Wales.

About You

You will be organised and motivated, able to take the initiative and lead the effective delivery of marine conservation policy in Wales. You will have an understanding of issues facing marine wildlife. You will likely have experience of advocacy work and ideally an understanding of Welsh environmental legislation. You are used to keeping accurate records and can present clearly and professionally. You are likely to have a keen interest in and understanding of UK marine conservation.

The Wildlife Trusts value passion, respect, trust, integrity, pragmatic activism and strength in diversity. Whilst we are passionate about promoting our aims, we are inclusive, not judgemental. We particularly encourage applications from underrepresented people 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.

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

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.

RSWT are committed to increasing diversity of its staff through its Levelling the field recruitment pledge and will offer an interview to any ethnic minority applicants that meets all the essential criteria for the post.

Please be aware we may not accept applications if we have reason to believe they have been wholly produced using generative AI tools.

This role may be subject to a DBS check.



Job Description – Overall Purpose

- **To support the Wildlife Trusts Wales Director in developing marine restoration programme for Wales including campaigns to achieve a marine environment rich in wildlife. This post will support the WTW work by developing and facilitating a greater awareness of our vision for our seas by 2030, by securing support for strong policies and effective action.**

Job Description – Main Responsibilities

- **To lead on marine restoration programmes for WTW:**
 - Lead on the development of marine restoration programmes in Wales.
 - Contribute to the development of Wildlife Trusts positions and advocacy on related restoration programme issues.
 - Work with the RSWT Marine Conservation team to influence partners to ensure that our marine protected areas are managed and monitored.
 - Provide support to Trusts in understanding and influencing marine restoration in Wales.
 - Co-ordinate positions with Welsh Trusts and relevant Working Groups.
 - Ensure restoration developments are tracked, and key personnel alerted to potential opportunities or issues.
 - Advocate on marine work to the Welsh Government.
 - Work with Wildlife Trust colleagues across the UK and other NGOs to ensure key messages and policy positions, and approaches are aligned wherever possible.
 - Work closely with Wildlife Trust staff delivering practical activities to help showcase best practices and develop learnings for future policy and advocacy.



Job Description – Main Responsibilities

- **To develop and manage relations with a range of stakeholders and advocates, including marine renewable sector and fisheries representatives, to build, shape and deliver restoration work in Wales:**
 - Identify key partners and stakeholders and manage agreed relationships.
 - Support the development and maintenance of networks of partner organisations.
 - Prepare briefing papers and attend key meetings as requested with Welsh Trusts.
 - Seek opportunities to trail new approaches.
 - Work with Wildlife Trust colleagues on advocacy approach.
 - Ensure the CRM is kept updated in relation to key contacts.
- **Develop a greater awareness of the marine environment internally and externally to secure support for strong adequate action:**
 - Work closely with staff in Welsh Trusts and RSWT Communications and Campaign teams, delivering communications and public engagement to build public and political support for our marine priorities.
 - Follow bilingual policy and promote the use of the Welsh language.
- **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:
 - Open minded but challenging
 - Passionate and prepared to learn
 - Honest and Inclusive
 - Willing to take ownership
 - An excellent Team Player
- Key Competencies:
 - Project Management
 - Managing Customer relationships
 - Professional and highly efficient approach to work, especially when under pressure
 - Verbal and written communications to a wide range of audiences
- Experience:
 - Influencing decision makers
 - Developing marine projects
 - Liaising and negotiating with a wide range of organisations/ individuals
- Knowledge and skills:
 - Substantial knowledge of conservation issues affecting the marine environment ideally in relation to Wales

- Substantial knowledge of marine biodiversity and marine ecosystems, including coastal and offshore biotopes
- Understanding of marine and environmental legislation, ideally in Wales
- Broad understanding of the Welsh and UK environmental sector
- Environmental issues affecting marine and coastal areas
- Researching, analysing, interpreting and presenting information
- Prioritising and consultation with both internal and external partners
- Flexibility and ability to reach tight deadlines
- Commanding the respect of both internal and external audiences

Desirable

- Key Competencies:
 - Developing strategy (ideally advocacy-based)
- Experience:
 - Delivering successful advocacy campaigns
 - Campaign leadership, organisation and delivery
- Knowledge and skills:
 - Knowledge of the legislative process and Welsh parliamentary procedures
 - Proficiency in the use of digital applications





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: 3rd November 2024

First interview: 12th November 2024

Second interview: 19th November 2024



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