



The  
**Wildlife**  
Trusts

# Strategic Lead - International Nature and Climate

RECRUITMENT PACK

**Salary: up to £50,000**

**Location: Home-based, or based at the main office in Newark,  
Nottinghamshire (Tues-Thurs)**

**Full time: 35 hours per week (Mon-Fri)**

**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 over 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 implementation of an ambitious new strategy, setting out a vision of 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 2,600 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 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 use and create data and evidence to ensure that we act with the biggest impact possible for nature and people.

## About You

We are seeking an expert on international nature and climate policy and practice, including on global treaties and negotiations, to lead our growing international work programme at The Wildlife Trusts.

We are looking for an experienced and knowledgeable strategic lead to oversee our international work programme across The Wildlife Trusts. Reporting to the Director of Climate Change and Evidence, the postholder will lead on developing our linkages to international treaties and programmes on nature and climate, including the UN Framework Convention on Climate Change, Convention on Biological Diversity and IUCN. The postholder will help to link our work at local and national level through to the global context. They will provide dedicated support to the Chief Executive, Deputy CEO and Senior Leadership Team in providing advice, giving strategic direction and managing our relevant work programmes, as well as developing our comms work on international climate and nature.

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.



## About You

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.

RSWT 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.

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](mailto:tash.stewart@iris.co.uk) to discuss this further and understand other options.

## Job Description – Overall Purpose

The postholder will:

- Provide expertise and advice to Wildlife Trusts and the Senior Leadership Team at the Royal Society of Wildlife Trusts on key developments in international programmes, treaties and organisations that are most relevant to delivering our strategic aims.
- Coordinate the participation of The Wildlife Trusts in IUCN working groups and committees. Lead on logistical and administrative arrangements for international meetings.
- Create and coordinate a Wildlife Trusts' international engagement plan, building on scoping work already undertaken.
- Take forward new areas for potential growth in the global arena for Wildlife Trusts, bilateral partnerships, funding, and stakeholder engagement.

## Job Description – Main Responsibilities

- Provide expertise and advice to Wildlife Trusts and the Senior Leadership Team at the Royal Society of Wildlife Trusts on key developments in international programmes, treaties and organisations that are most relevant to delivering our strategic aims:
  - Oversee and develop a detailed understanding of the aims, work programmes and outputs from key global treaties and organisations, including the UN Framework Convention on Climate Change, Convention on Biological Diversity and IUCN.
  - Give advice to the Senior Leadership Team at the Royal Society of Wildlife Trusts on other treaties and organisations related to climate and nature that we have not previously engaged with, but which might become future priorities.
  - Act as a point of contact for local Wildlife Trusts on international nature and climate.
  - Alongside the Senior Leadership Team, act as a spokesperson for The Wildlife Trusts on international nature and climate for the media and wider stakeholders.



## Job Description – Main Responsibilities

- Coordinate the participation of The Wildlife Trusts in IUCN working groups and committees. Lead on logistical and administrative arrangements for international meetings:
  - Act as secretariat for our participation in IUCN working groups and meetings, including the IUCN UK National Committee, Climate Crisis Working Group and Protected Areas Working Group.
  - Assist with administrative and logistical support for other international working groups and meetings, including the Global Protected Areas Forum and International Mires Conservation Group.
  - Assist with arrangements for attendance at UN Conference of the Parties (COP) meetings, including the postholder attending in person when needed.
  - Support sustainable travel arrangements for attendance at international meetings.
  - Provide dedicated support to the Chief Executive, Deputy CEO and Directors in engagement and comms activities.
- Create and coordinate a Wildlife Trusts' international engagement plan, building on scoping work already undertaken:
  - Create a detailed project plan for international engagement over the next five years building on some key themes already identified – communicating the relevance of global agreements at the UK level, engaging in international processes, building Trust capability through global engagement, and identifying new partnerships.
  - Scope out the potential for international funds to support the work of The Wildlife Trusts, in close collaboration with the fundraising team.
  - Support the Chief Executive, Deputy CEO and Director team in raising the profile of the work we do at The Wildlife Trusts in a global setting, including through comms work.



## Job Description – Main Responsibilities

- Take forward new areas for potential growth in the global arena for Wildlife Trusts, bilateral partnerships, funding, or stakeholder engagement:
  - Assist colleagues in developing relationships with key organisations and stakeholders in the UK and overseas with a global outlook, e.g. Government departments, international NGOs (based in the UK and overseas).
  - Scope out a potential project to 'twin' local Wildlife Trusts with similar organisations or work programmes taking place in other countries.
  - Support the development of staff across the federation in international engagement.
- 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

- Key Competencies:
  - Experience in international negotiations for nature and/or climate
- Knowledge, Skills and Experience:
  - Experience of working in a global setting on nature or climate
  - Excellent written and verbal communication skills, especially in making technical presentations to diverse audiences and producing concise, accurate and well-structured written reports
  - Project or programme management experience
- Personal Qualities:
  - Ability to form and develop good working relationships with colleagues from a diverse range of backgrounds
  - Highly organised with excellent attention to detail
  - High degree of personal motivation, including the ability to work independently and collaboratively
  - Working to tight deadlines in a, sometimes, pressured environment
  - Enthusiasm, self-motivation and initiative
  - Excellent interpersonal skills - tact, diplomacy and ability to influence a wide range of people

### Desirable

- Key Competencies:
  - Ability to critique, digest and summarise complex and technical documents quickly
  - Confidence in media and public speaking
- Knowledge and Skills and Experience:
  - Ability to communicate in a second language





## 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: 19<sup>th</sup> January 2025**

**First interview: 30<sup>th</sup> January 2025**

**Second interview: 3<sup>rd</sup> February 2025**

