



The  
**Wildlife**  
Trusts

# Land Use Policy Manager

## RECRUITMENT PACK

**Salary: up to £40,000**

**Location: Hybrid with occasional travel to London, Newark (Nottinghamshire) and rest of UK**

**Full time (35 hours per week)**

**Permanent contract**



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## About Us

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, who believe that we need nature and nature needs us. We have more than 944,000 members, over 38,000 volunteers, 3,600 staff and 600 trustees. There are 46 individual Wildlife Trusts, each of which is a place-based independent charity with its own legal identity, formed by groups of people getting together and working with others to make a positive difference to wildlife and future generations, starting where they live and work.

Every Wildlife Trust is part of The Wildlife Trusts federation and a corporate member of the Royal Society of Wildlife Trusts, a registered charity in its own right [founded in 1912](#) and one of the founding members of IUCN – the International Union for the Conservation of Nature. Taken together this federation of 47 charities is known as The Wildlife Trusts.

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.



## About You

Are you a strategic communicator with a passion for policy, public affairs and making a real difference? Do you dream of using your skills to make a real difference in conservation and farming? We have an opportunity at the heart of The Wildlife Trusts for someone keen to ensure that nature's recovery is at the heart of UK farming, food and land use policy? If you have experience in UK farm and land policy, with excellent advocacy and communication skills, and would like to work for one of the UK's best-loved nature charities, then we have an exciting opportunity for you!

Working within our small but highly impactful team, the Land Use Policy Manager will work to influence the development of land use and farm policy, to improve the quality of decisions taken at a project and strategic level to deliver The Wildlife Trusts' ambitions for nature's recovery and nature friendly, climate resilient farming and food systems.

You will develop and manage strategic relationships to position The Wildlife Trusts as key instigators of change, building climate and nature's recovery into rapidly changing farm, land and policy. You will also be supporting the Federation of Wildlife Trusts' work on farming and food.

We are looking for an organised and resourceful individual who has proven experience of working with various sectors to influence farm policy and strategy. You will have a commitment to wildlife conservation, enjoy working in a fast-paced environment and be confident in communicating to diverse audiences.





**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.**

**RSWT are committed to increasing the diversity of its staff through its Levelling the Field recruitment pledge and will put any ethnic minority applicants that meet all the essential criteria for the post through to the next stage of recruitment.**

**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 of the job

- Help position The Wildlife Trusts as key instigators of change building climate adaption and resilience into landscape scale management and recovery with focus on farming; and to advocate these policies at a high level.
- Support the implementation of The Wildlife Trusts 10-year strategy as it relates to a holistic, strategic environmental land management policy with climate change policy and natures recovery at its core.
- Promote the interests of The Wildlife Trusts in negotiations and programme/scheme development/delivery for England, including Defra's Future Farming and Countryside Programme.
- Support a farm community of practice across the Trusts and work with the Scottish, Ulster, Welsh and Island Wildlife Trusts to advocate for agricultural policy change that addresses the climate and nature emergency in the devolved nations, provinces and islands.
- Ensure a high awareness of our climate change and land management for natures recovery policy positions, internally and externally.
- Support the delivery of campaigns for reducing carbon emission and nature's recovery on farm land.
- Develop partnerships and relationships with statutory bodies, other NGOs and related business interests.



## Job Description – Main responsibilities

**Develop key policy areas related to farming and environmental land management to help position The Wildlife Trusts as key instigators of change; and to advocate these policies at a high level.**

- Exert influence on climate and land management legislation, policy and information relating to internal campaigns by positioning The Wildlife Trusts with key stakeholders, liaising with partners, building relationships, networking and inspiring others. This may include attendance at Ministerial roundtables, Director/deputy Director level meetings and supporting senior staff and/or the CEO at events.
- Support the implementation of our 10-year strategy as it relates to farming and environmental land management and climate change adaptation.
- Ensure coordination of land policy work across the Wildlife Trusts by providing and sourcing expertise within the movement to develop policy and strategy, coordinate responses to consultations and identify opportunities to secure influence, profile and resources.
- Represent The Wildlife Trusts on relevant working groups and sub-groups, and form partnerships to maximise influence over key issues.



## Job Description – Main responsibilities

**Ensure a high awareness of The Wildlife Trust's environmental land management and farming policy positions, internally and externally, to achieve: (a) support for strong policies; (b) continued action on the ground; (c) strong relationships with key supporters, and (d) join up between individual Wildlife Trusts and NGO partners.**

- Support excellent communication of climate and environmental land management policy issues and our on the ground delivery by overseeing the production of informative updates, and briefings, and via relevant events.
- Work creatively to promote The Wildlife Trusts land policy work by contributing to publications, responding to media enquiries and developing publicity material in conjunction with communications staff.
- Work collaboratively with colleagues where feasible to ensure land policy issues are integrated with other areas of our policy work (e.g. freshwater, marine, planning, species recovery, nature-based solutions).

**Support the delivery of national campaigns for a positive future for England's agricultural sector.**

- Lead the creation and delivery of policy campaigns in order to influence change.
- Provide technical expertise, case studies, practical support and assistance where necessary to the delivery of public campaigning for food and farming.
- Work with colleagues at country, regional and local levels to support their input to our campaigns to help create political momentum and mobilise Wildlife Trust membership.
- Highlight external threats to nature conservation and/or The Wildlife Trusts in respect of land management– and pursue any opportunities to promote nature conservation and/or The Wildlife Trusts.



## Job Description – Main responsibilities

### Develop partnerships and relationships with statutory bodies & government and other NGOs

- Represent The Wildlife Trusts on relevant working groups and sub-groups, and form partnerships to maximise influence over key issues.
- Help to secure external funding and resources for relevant programmes and projects.
- Promote the interests of The Wildlife Trusts in negotiations and programme development and delivery at a national level, particularly in relation to farm based environmental land management.
- Identify opportunities and facilitate the development of partnerships, between The Wildlife Trusts and statutory bodies (e.g. Defra, RPA, Natural England), other land managers and with other NGOs.

### Other expectations

- Organise and attend meetings and conferences making high level, inspirational presentations, as necessary.
- Act as an ambassador for The Wildlife Trusts on climate, farming and land policy issues.
- Maintain up to date knowledge of all relevant areas of work.
- Be sensitive to and develop an understanding of the extent and nature of devolution to the component parts of the UK.
- Contribute to work planning and reporting.

The role will require travel and possible overnight stays at conferences and occasional evening meetings.

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:
  - Effective and inspiring communicator – verbal and written.
  - High level negotiation and influencing skills.
  - Excellent analytical skills, including research and interpretation of information.
  - Excellent project management, organisation and prioritisation of workloads.
  - Excellent team working skills.
  - Ability to motivate others and show leadership in this field within TWT.
  - Takes ownership and responsibility.
- Experience:
  - Proven experience of working with nature conservation organisations, public and voluntary sectors.
  - Substantial experience of working on farming and food issues, including policy and strategy.
  - Substantial experience of facilitating, advising, influencing and networking with a wide range of people.
- Knowledge and skills:
  - Proven experience of project, people and financial management, including consultants and external agencies.
  - Experience of information and communication processes, including creating publications.
  - Able to apply knowledge of farming and food policy and practice.
  - Understanding of the organisation of farming and food and policy at all levels in the UK.





## Person Specification

### Desirable

- Key Competencies:
  - Good IT skills – word processing, spreadsheets, databases and communication tools.
  - Application of the principles of customer care.
  - Commitment to wildlife conservation and ideally, an understanding of The Wildlife Trusts' movement.
- Knowledge and skills:
  - Effective at sharing information and seeking consensus.
  - Able to utilise organisational systems and processes to carry out project, people and financial management.

### Measurements of Success

- The Wildlife Trusts views on farming, climate and land management and scheme delivery are factored into decision-making and scheme design.
- The Wildlife Trusts views on farming, climate and land management are developed into coherent policy positions and used by communications and senior colleagues to influence and shape debate.

**The post will require travel and possible overnight stays at conferences and occasional evening meetings. A commitment to the cause of The Wildlife Trusts would be valuable.**





## 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: 7<sup>th</sup> September 2025**

**First interview: 19<sup>th</sup> September 2025**

**Second interview: 1<sup>st</sup> October 2025**

