



The
Wildlife
Trusts

GREEN FINANCE MANAGER

RECRUITMENT PACK

Salary: up to £50,000 per annum

Location: Flexible working: home working with office facilities available in Newark, Nottinghamshire. Office opening days are Tuesdays to Thursdays. Some UK travel is likely.

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 passionate about harnessing green finance to power nature's recovery?

We're looking for an ambitious Green Finance Manager to help shape the future of nature markets in the UK and deliver real impact for people and wildlife.

In this exciting national role, you'll use your expertise in green finance and nature markets to influence The Wildlife Trusts' Green Finance Strategy. You'll lead research into established and emerging markets—such as biodiversity net gain, voluntary carbon, natural flood management, and other nature recovery enterprises—providing insight that shapes our evolving strategy.

You'll coordinate innovative nature market products developed by local Wildlife Trusts, connecting them with buyers seeking high-integrity solutions. Drawing on your commercial background and strong negotiation skills, you'll develop and deliver national framework agreements, and unlock opportunities for nature-positive investment.

As a national thought leader, you'll represent The Wildlife Trusts across conservation, business, and finance sectors—championing green finance and influencing the future of nature markets in the UK.



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.

At RSWT, we are committed to creating a safe environment where discrimination, bullying, and harassment are not tolerated. We expect everyone to uphold, respect, and support our zero-tolerance policy

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



Job Description – Overall Purpose of the job

- Co-lead the development of a national Green Finance Strategy for the Wildlife Trusts federation.
- Coordinate national nature market products delivered by local Wildlife Trusts.
- Facilitate knowledge exchange and capacity building across the Wildlife Trusts helping to create investible programmes for nature's recovery.
- Lead engagement with buyers through national frameworks, brokering the sale of units nationally.
- Develop business cases to support investor pitches to scale up nature restoration.
- Represent The Wildlife Trusts as a thought leader nationally and champion the role of green finance.

Job Description – Main responsibilities

Green Finance Strategy

- Work closely with the Head of Green Finance to co-lead the development of the national Green Finance Strategy.
- Research and develop nature markets relevant to the strategy, including biodiversity net gain, nutrient neutrality, voluntary carbon and biodiversity credits, water quality improvements, and natural flood management.
- Maintain an up-to-date stakeholder engagement plan, ensuring all interactions align with strategic objectives.
- Communicate strategy aims, processes, and priorities to stakeholders effectively.

Job Description – Main responsibilities

Coordinate National Nature Market Products

- Develop nationally consistent business models for green finance products that generate revenue through nature recovery.
- Produce case studies showcasing viable business plans for nature market products using land, buildings, or commercial assets.
- Maintain an online platform to promote Wildlife Trusts' nature market products.
- Collaborate with Wildlife Trust Consultancies to build a network of professional services supporting product delivery.
- Support green finance approaches for nationally significant initiatives, such as the Rothbury Conservation Trust.

Knowledge Exchange And Capacity Building

- Facilitate knowledge sharing across Wildlife Trusts and with other environmental NGOs through webinars, workshops, site visits, and the Wildlife Trusts' intranet (Wildnet).
- Build expertise in revenue modelling and cash-flow forecasting to support collective contracts and help Wildlife Trusts create investable programmes for nature recovery.

Engagement with Buyers

- Lead the development and delivery of national framework agreements with buyers of nature market products (e.g., biodiversity units under Biodiversity Net Gain regulation).
- Act as a national broker, ensuring consistent buyer relations across Wildlife Trusts.
- Create a national shopfront targeted at buyers seeing the Wildlife Trusts nature market products.

Job Description – Main responsibilities

Investor Pitches to Scale Up Nature Restoration

- Support Wildlife Trusts in securing investment for nature market products through philanthropy, grants, contracts, lending, and institutional investment.
- Develop compelling business cases for upfront investment in nationally strategic schemes.

Thought leadership and advocacy

- Maintain strong knowledge of green finance trends and build a robust network across the sector.
- Represent The Wildlife Trusts nationally as a thought leader, championing green finance across conservation, business, and finance sectors.
- Advocate for public and private support to establish fully functioning nature markets in the UK.

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.

Essential

- Experience:
 - **Comprehensive experience in, or knowledge of, green finance and nature markets:** Demonstrates understanding of sustainable finance instruments and frameworks, and nature markets that currently operate in the UK (e.g., BNG and voluntary carbon markets); applies sector insights to inform investment or policy decisions.
 - **Significant commercial business experience:** Applies commercial judgement to balance risk and opportunity; identifies and delivers value-adding opportunities; demonstrates awareness of financial and market drivers.
- Personal Qualities
 - **Excellent communication and interpersonal skills:** Approachable, and professional; able to convey information clearly and build trust with diverse colleagues, stakeholders, and partners; able to constructively challenge when needed.
 - **Entrepreneurial approach:** Demonstrates initiative and creativity; identifies innovative opportunities for growth or improvement; translates ideas into practical solutions that deliver value.
- Key Competencies:
 - **Significant stakeholder engagement and management experience:** Builds and maintains strong relationships with diverse stakeholders; manages conflicting priorities; resolves complex issues efficiently while sustaining trust.
 - **Proven project management skills:** Plans, organises, and delivers projects to agreed standards, deadlines, and budgets; monitors progress and risks; influences key stakeholders to meet shared goals; adapts flexibly to ensure successful outcomes.



Person Specification

Essential

- Knowledge and skills:
 - **Proven business case preparation and development skills:** Produces robust, evidence-based business cases; secures stakeholder buy-in; supports effective decision-making and implementation.
 - **Excellent IT skills:** Confidently uses a range of software and digital tools (e.g. Microsoft 365 and especially Excel); adapts quickly to new systems; applies technology to enhance efficiency and outcomes.

Desirable

- Personal Qualities
 - **Advanced problem-solving skills:** Analyses complex issues logically; remains calm and resilient under pressure; develops timely and effective solutions.
- Key competencies
 - **Excellent strategic thinking skills:** Anticipates future trends and risks; aligns decisions with long-term organisational goals; balances strategic objectives with operational demands.
- Knowledge and skills:
 - **Engaging public speaking and presentation skills:** Communicates confidently to varied audiences; tailors style to engage stakeholders; inspires confidence through clear and persuasive delivery.



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: 11 January 2026

First interview: : 22 January 2026

Second interview: 30 January 2026

