



The
Wildlife
Trusts

MARINE OFFICER (Wales)

RECRUITMENT PACK

Salary: up to £30,000 per annum

Location: Home-based with regular travel across Wales and the UK

Full time (35 hours per week)

Fixed Term Contract to March 2027

Royal Society of Wildlife Trusts
Registered Charity N° 207238
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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.

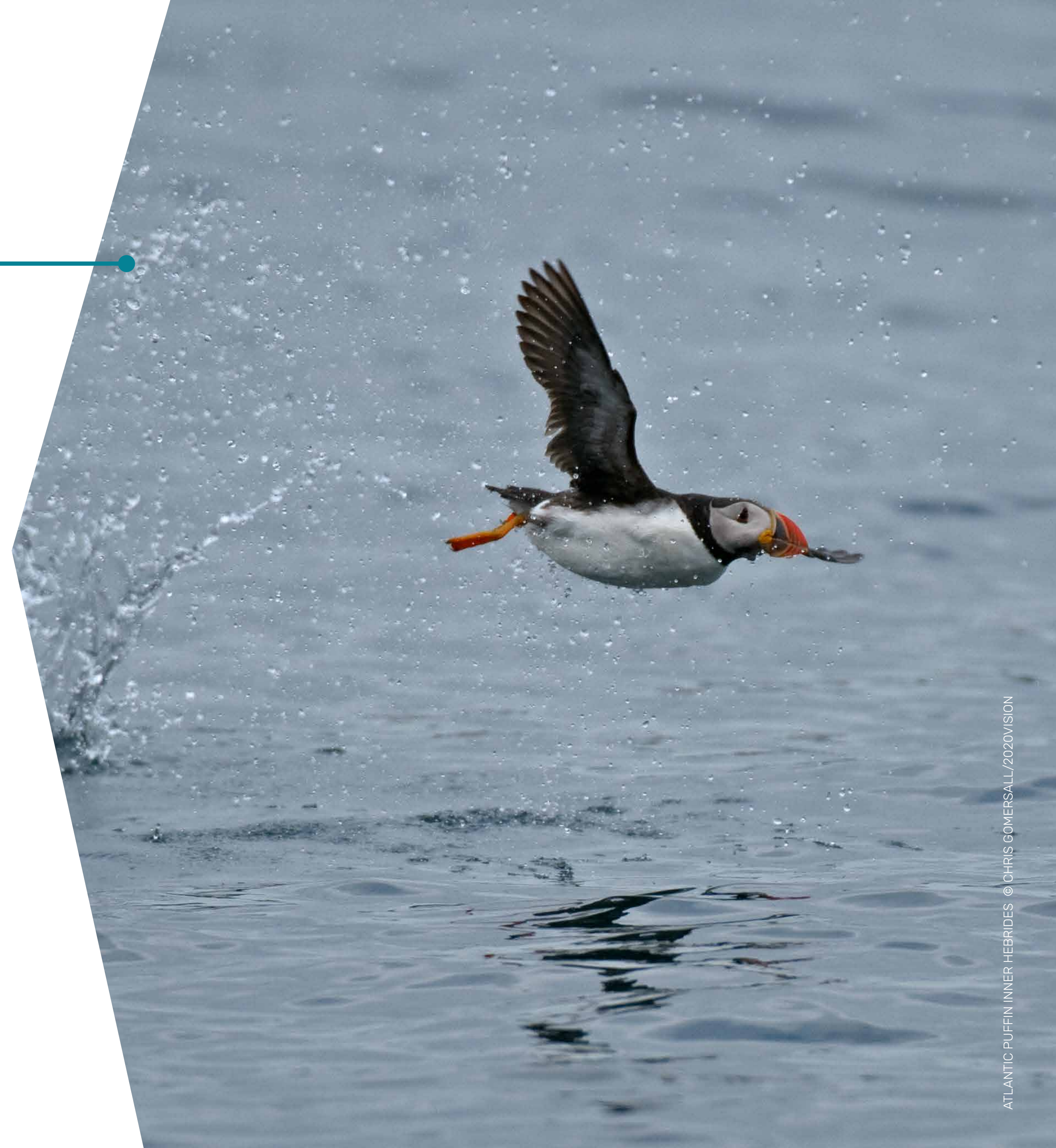
About You

If you are a passionate marine conservationist looking for a role that will deliver significant benefits for nature in Welsh seas 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 issues 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 restore it for future generations – are you the person to help us do that? We are looking for an individual to join the Wildlife Trusts Wales team to deliver positive changes in marine recovery in Wales.

You will be organised and motivated, able to take the initiative and lead the effective delivery of marine recovery policy and new developments in marine funding in Wales. You will have an understanding of issues facing marine wildlife. You will have experience of advocacy work and ideally an understanding of Welsh environmental legislation. You will need to understand how to achieve marine habitat and species restoration at scale. Associated with this, an awareness of the emerging area of blue finance and marine net benefit. You will be supported by UK colleagues and individuals within the five local Wildlife Trusts in Wales.



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.

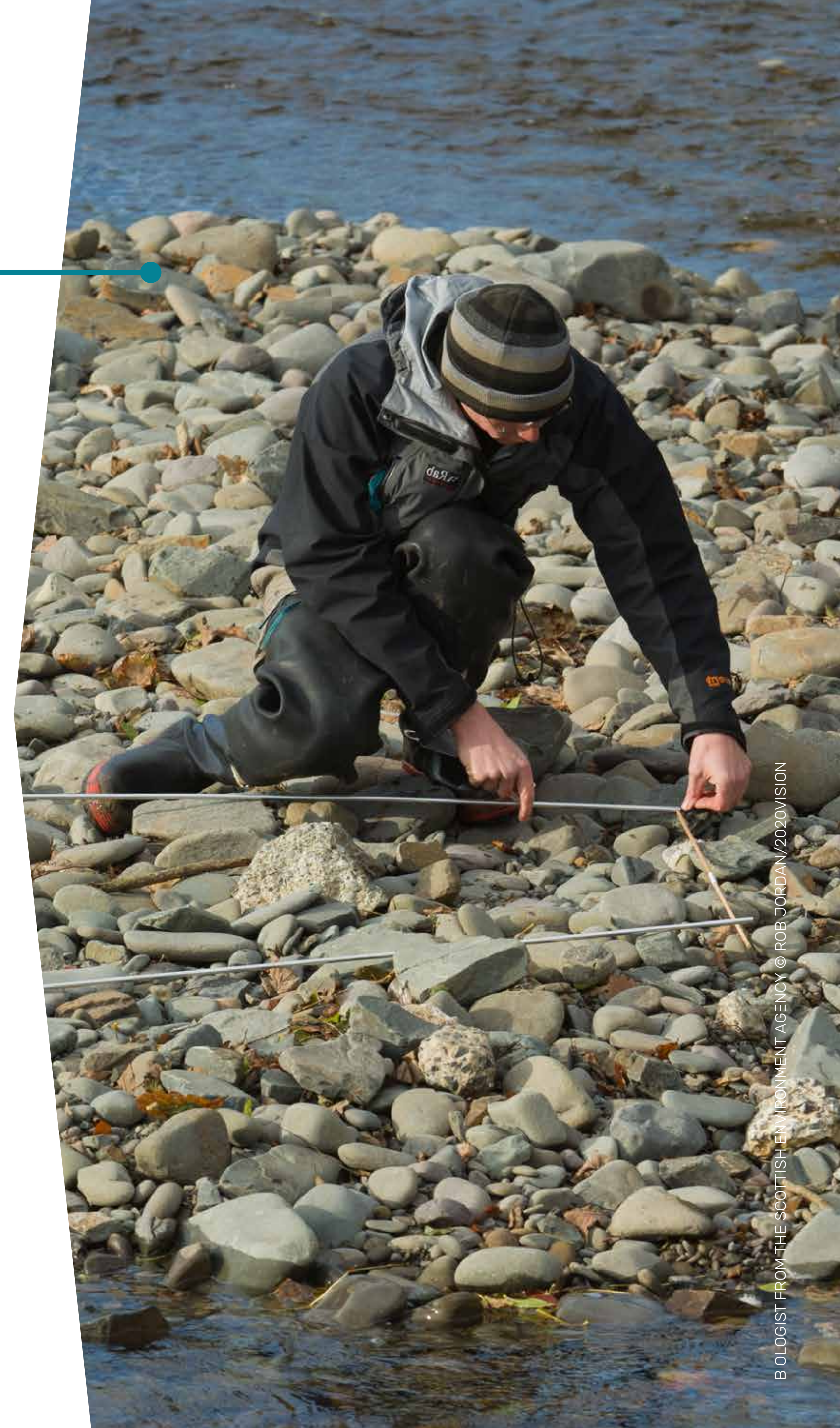
RSWT take our Safeguarding responsibilities extremely seriously. Please click [here](#) to read our commitment statement. The Royal Society of Wildlife Trusts is committed to safeguarding and promoting the welfare of children and adults at risk. For applicable roles, applicants must be willing to undergo 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

To support the Wildlife Trusts Wales Director in developing and delivering opportunities for **marine recovery** in Wales, including advocacy to achieve a marine environment rich in wildlife. This role will help advance the Wildlife Trusts Wales vision for the seas by 2030 by securing support for strong policies and effective action, particularly around Marine Protected Areas, catchment scale work and marine planning. The post will also contribute to the Trusts' understanding and engagement in emerging areas of blue finance, including marine net benefit in Wales.

Job Description – Main responsibilities

- Lead and coordinate increased awareness and understanding of marine recovery across the Welsh Wildlife Trusts.
- Support the development of Wildlife Trusts Wales' awareness and knowledge in the emerging field of blue finance, including marine net benefit.
- Lead the development of Wildlife Trusts' policy positions and advocacy to promote the potential and benefits of marine recovery in Wales.
- Provide guidance and support to individual Trusts to strengthen their understanding of, and ability to influence, marine initiatives and policy in Wales.
- Work collaboratively with Wildlife Trust colleagues to showcase best practice, share learning, and inform future marine recovery and blue finance initiatives.

Job Description – Main responsibilities

To develop and manage relations with a range of stakeholders and advocates, including the marine renewable sector and fisheries representatives, to build, shape and deliver restoration work in Wales.

- Communicate openly and effectively to advocate marine restoration priorities to the Welsh Government and key partners across Wales.
- Work collaboratively with Wildlife Trust colleagues across the UK, other NGOs and other partners to advocate shared messages and agreed policy positions to strengthen impact.
- Coordinate and align positions with Welsh Wildlife Trusts and relevant communities of practice.

Develop and promote greater awareness of marine restoration, both internally within the Wildlife Trusts and externally, to build support for strong action.

- Working with colleagues, co-ordinate awareness and understanding of the emerging area of blue finance including marine net benefit.
- Work closely with colleagues in the Welsh Trusts and UK to communicate the need to strengthen public and political support for marine priorities.
- Support awareness and understanding of the importance of protecting and effectively managing 30% of Welsh seas by 2030.
- Ensure bilingual approaches are used to effectively engage Welsh-speaking audiences and communities.

Job Description – Main responsibilities

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:
 - Understanding of marine restoration practices and conservation of key marine habitats and species
 - Liaising and negotiating with a wide range of organisations and individuals - skilled in fostering collaboration and negotiating effectively with diverse stakeholders
- Personal Qualities
 - Open-minded but challenging – open to new ideas and able to constructively question for improvement
 - Passionate and prepared to learn – enthusiastic and committed to continuous learning and growth
 - Honest and Inclusive – demonstrates integrity and values diversity and inclusion
 - Willing to take ownership – takes responsibility and shows accountability for outcomes
 - An excellent team player – collaborates effectively and contributes to team success
- Key Competencies:
 - Managing customer relationships – builds and maintains positive, collaborative relationships with customers and stakeholders
 - Professional and highly efficient approach to work, especially when under pressure – demonstrates professionalism and delivers results effectively, even in challenging situations



Person Specification Essential

- Knowledge and skills:
 - Strong understanding of conservation challenges impacting marine environments.
 - Comprehensive knowledge of marine biodiversity and marine ecosystems, including coastal and offshore habitats.
 - Broad understanding of the Welsh and UK environmental sector.
 - Ability to research, analyse, interpret, and present complex information clearly.
 - Adaptable and able to deliver high-quality work within tight deadlines.

Desirable

- Key competencies
 - Awareness and willingness to reach a wide range of audiences – communicates clearly and adapts approach to engage diverse audiences.
 - Developing new ways of working in an evolving field – innovates and embraces change to improve processes and adapt to evolving needs.
- Experience:
 - Influencing decision makers – ability to build trust and positively influence decisions through evidence-based recommendations.
 - Delivering successful advocacy asks – proven experience in achieving advocacy objectives and driving positive change.
- Knowledge and skills
 - Understanding of marine and environmental legislation, ideally in Wales.
 - Knowledge of marine net benefit and blue finance, and their potential role in funding marine restoration work.
 - Able to build credibility and trust with both internal and external stakeholders.



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: 18 January 2026

First interview: : 5 February 2026

Second interview: 11 February 2026

