



The
Wildlife
Trusts

HEAD OF GREEN FINANCE

RECRUITMENT PACK

Salary: Up to £65,000 per annum

Location: This role is predominantly home-based with regular travel to locations across the UK. Office facilities are available at our Newark office (Tuesdays to Thursdays) for those within easy travelling distance.

Full time: 35 hours per week

Permanent contract



Royal Society of Wildlife Trusts
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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 945,000 members, over 33,000 volunteers, 4,100 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 visionary leader in green finance, driven to shape nature markets that deliver nature's recovery in the UK?

We're looking for a senior leader in green finance and nature markets to drive the strategic development and delivery of all aspects of green finance across The Wildlife Trusts federation, ensuring our approach is ambitious, coherent, and aligned with our 2030 strategy - Bringing Nature Back.

Drawing on your strong business acumen, you will build a robust pipeline of commercial nature products to meet growing buyer demand, such as habitat banks for England's Biodiversity Net Gain market, or nature-based carbon projects for the voluntary carbon market. An innovative problem-solver with an entrepreneurial spirit, you will help embed the systems, processes, and resources needed to strengthen our green finance capability, manage commercial risks, and improve efficiency across the federation.

It is essential that you have strong relationship-building and line management experience to grow our national Green Finance team, and establish new and long-lasting relationships with colleagues across the federation, external partners and stakeholders.

A core part of the role is to grow The Wildlife Trusts' national function as a trusted broker for high integrity nature market products delivered by local Trusts. Using your strategic commercial skills, you will also lead the development of new opportunities for large scale investment, designing the mechanisms through which investment can be deployed and ensuring these approaches work for both national and local priorities.

You will champion innovation in green finance, supporting pioneering work in nationally significant landscapes, such as the Rothbury Estate, while helping position The Wildlife Trusts at the forefront of nature market development. Acting as a national thought leader, you will represent the organisation across the conservation, government, finance, and business sectors—advocating for the role of green finance in delivering transformational impact for 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.

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.

RSWT are committed to increasing the diversity of its staff through its Levelling the Field recruitment pledge and, as a Disability Confident employer, we are committed to fostering an inclusive, equitable, and welcoming recruitment experience for all applicants. Applicants with disabilities and from ethnic minority backgrounds, will be considered for the next stage of the selection process should they meet all the minimum criteria for the role outlined in the person specification detailed as essential criteria in the recruitment pack. As part of our Disability Confident Scheme, RSWT offers an interview to a fair and proportionate number of applicants with disabilities and therefore not all applicants with disabilities would be entitled to an interview as they must still satisfy the minimum requirements for the job. This commitment is designed to help reduce barriers and promote equal opportunity. We actively work to remove barriers throughout the recruitment journey and are dedicated to creating an accessible and supportive recruitment experience by offering reasonable adjustments at every stage of the recruitment process, as well as within the workplace. If you would benefit from any adjustments to support you during your application or interview process, please let us know and we will be pleased to put the appropriate support in place.

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

- Drive the strategic development and delivery of all aspects of green finance across the Wildlife Trusts federation.
- Support and enhance operational delivery across the Wildlife Trust federation to enable The Wildlife Trusts to build a pipeline of nature products to satisfy growing buyer demand.
- Grow the Wildlife Trusts' national function as a broker for nature market products delivered through local Wildlife Trust.
- Lead the Wildlife Trust's interest in green finance through the creation of internal processes and resources, building green finance capability, and improving efficiencies across the federation.
- Develop new opportunities for large-scale investment to support Wildlife Trusts' nature market products, and design mechanisms by which this investment could be deployed.
- Provide leadership to the Green Finance Team at RSWT.
- Represent The Wildlife Trusts as a thought leader nationally and champion the role of green finance.

Job Description – Main responsibilities

Green Finance Strategy

- Lead the development of the national Green Finance Strategy.
- Implement short-term priorities identified through the Strategy, such as those needed to advance the Wildlife Trusts' national approach to biodiversity net gain, nutrient neutrality, voluntary carbon and biodiversity credits, water quality improvements, and natural flood management.
- Communicate strategy aims, processes, and priorities to stakeholders effectively.

Support and Enhance Operational Delivery Across the Wildlife Trust Federation

- Lead new innovations to maintain the Wildlife Trusts position as a significant player in UK nature markets (e.g., development of a Wildlife Trusts Voluntary Biodiversity Credit).
- Support Wildlife Trusts to build a pipeline of nature products to satisfy growing buyer demand (e.g., habitat banks for BNG in England), and secure investment into these products, such as through philanthropy, grants, contracts, lending or institutional investment.
- Oversee the creation of nationally consistent resources (e.g., financial models and investment cases) and identify opportunities (e.g., knowledge sharing and access to external expertise) that enhance the federations' green finance capabilities.
- Collaborate with Wildlife Trust Consultancies to build a network of professional services supporting nature market product delivery.
- Support green finance approaches for nationally significant initiatives, such as the Rothbury Conservation Trust.

Job Description – Main responsibilities

Grow the Wildlife Trusts' National Broker Function

- Oversee the development and delivery of national framework agreements with buyers of nature market products (e.g., biodiversity units under Biodiversity Net Gain regulation).
- Lead commercial engagement with Trusts and ensuring contractual obligations are met, helping Trusts to take up new opportunities and investment obligations whilst ensuring the nature recovery focus is maintained.
- Promote the Wildlife Trusts nature market products through an online, national shopfront targeted at buyers.

Lead the Wildlife Trust's interest in a Green Finance Investment Vehicle

- Develop new opportunities for large-scale investment, by developing comprehensive business cases (e.g., demonstrating high integrity and assured nature products, alongside robust demand analysis).
- Lead commercial negotiations with investors to co-create appealing investment opportunities that meet both RSWT and local Wildlife Trust needs.
- Design mechanisms by which this investment could be deployed (e.g., a special purpose vehicle (SPV), joint venture partnership, or access to external investment funds).
- Develop a detailed financial plan for the deployment of investment that Wildlife Trusts are comfortable with and ensure RSWT governance sign off (via Resources and Audit Committee to Council of Trustees).

Job Description – Main responsibilities

Team leadership within RSWT

- Collaborate across different departments to facilitate the green finance programme across RSWT.
- Improve the capacity and capabilities of the Green Finance team to meet the growing demand for national coordination of the federation's green finance work.
- Create internal processes that help manage risks, improve efficiencies and enable more effective approaches to being a national broker.
- Provide financial oversight of national nature market budgets.
- Prepare forecasts and input to the RSWT Business Plan.

Thought leadership and advocacy

- Maintain strong knowledge of green finance trends and build a wide and strong network across the sector.
- Represent The Wildlife Trusts nationally as a thought leader, advocating green finance across conservation, government, 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.



Person Specification

AF = Application Form P = Presentation I = Interview question

Essential

- Key Competencies:
 - **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. **P,I**
 - **Strong innovation skills:** Generates creative ideas and fresh approaches; constructively challenges established thinking; turns innovation into practical, value-adding solutions. **P**
 - **Excellent strategic thinking skills:** Anticipates future trends and risks; aligns decisions with long-term organisational goals; balances strategic objectives with operational demands. **P**
 - **High level of entrepreneurial skills:** Demonstrates initiative and creativity; identifies opportunities for improvement; translates ideas into effective and measurable actions. **AF**
 - **Strong business acumen:** Demonstrates commercial awareness and understanding of financial, organisational, and sectoral drivers; applies this knowledge to inform sound decisions that create value. **P**
 - **Adaptability & Resilience** Demonstrates adaptability and resilience in a fast paced environment. Has an appetite for continuous improvement and responds constructively to changing priorities to overcome challenges ensuring a positive outcome. **I**
- Experience:
 - **Proven experience of managing a team:** Leading and developing a high performing team through effective relationships with colleagues, partners, stakeholders and senior leaders to establish effective ways of working. **AF,I**
 - **Comprehensive experience in green finance and nature markets:** Demonstrated experience through the design and implementation of green finance instruments (e.g., Special Purpose Vehicle), and/or on the ground implementation of nature products for UK markets (e.g., BNG or voluntary carbon projects). **AF, P**
 - **Excellent information analysis, interpretation and communication skills:** Quickly absorbs and interprets complex or technical information; identifies key insights; communicates findings clearly, concisely, and engagingly to non-expert audiences. **AF**
 - **Excellent IT skills:** Confidently uses a wide range of software and digital tools (e.g. Microsoft 365 tools especially Excel or CRM software); adapts quickly to new systems; applies technology to improve efficiency and outcomes. **P,I**

Person Specification

Essential

- Professional Knowledge and Skills:
 - **Significant commercial strategy skills:** Understands and develops commercial strategies that balance financial sustainability with organisational objectives; Applies commercial judgement to balance risk and opportunity; translates strategy into actionable plans. **AF**
 - **Proven project management skills:** Plans, organises, and delivers projects to high standards; monitors progress against deadlines and budgets; identifies risks early; communicates and adapts plans to ensure successful delivery. **P**
 - **Engaging public speaking and presentation skills:** Communicates confidently to varied audiences; tailors style to engage stakeholders; inspires confidence through clear and persuasive delivery. **P**

Desirable

- Key Competencies:
 - **Effective influencing skills:** Persuasive and credible; adapts approach to secure support and commitment; builds trust and confidence through integrity.
- Experience:
 - **Working in a federation, complex matrix organisation:** Understands the complexities of federated structures, and cross functional working. Can navigate differing expectations and build engagement across dispersed locations. **P**
 - **Senior Manager experience:** Demonstrates experience of operating at a senior management level, being part of proactive decision making and taking accountability for strategic outcomes. **P**
- Knowledge and skills:
 - **Demonstrates effective legal and contract management skills:** Drafts, reviews, and negotiates contracts effectively; ensures compliance with legal frameworks; balances organisational risk with operational needs. **P**
 - **Good understanding of nature conservation:** Demonstrates knowledge of ecological principles and conservation challenges; integrates this understanding into decision-making; balances environmental priorities with organisational goals.





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
- Cycle to Work Scheme

Closing date for applications: 23rd April 2026

First interview: : 6th and 7th May 2026

Second interview: 11th May 2026