



The
Wildlife
Trusts

DIRECTOR OF NATURE AND SPECIES RECOVERY

RECRUITMENT PACK

Salary: up to £80,000 per annum.

Location: This role is predominantly home-based with regular travel to London, locations across the UK and our Office facilities at The Kiln, Waterside, Mather Road, Newark, NG24 1WT for those within easy travelling distance. There may be an opportunity to on occasion work from the offices at a local Wildlife Trust.

Benefits: Private medical insurance, staff electric vehicle scheme, generous pension and annual leave entitlement.

Full time: 35 hours per week, Mondays to Fridays.

Status: Permanent Contract



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 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 coming together to make a positive difference for wildlife and future generations 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, [founded in 1912](#) and one of the founding members of IUCN. 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. Nature is declining at an alarming rate and the climate crisis continues to accelerate. Through our collective [Strategy 2030. Bringing Nature Back](#), we are committed to putting nature into recovery, creating resilient ecosystems, recovering species, restoring natural processes and enabling more people to take action for nature.

Achieving this ambition will require bold leadership, strong partnerships and large-scale collaboration across communities, government, land managers, business and civil society. It will require us to think and act at landscape scale while remaining rooted in place and connected to local communities.

About You

Are you passionate about restoring nature at scale and helping create a future where people and wildlife thrive together?

Do you have the vision, ambition and strategic leadership experience to bring together partners, communities, Wildlife Trusts and funders behind a shared ambition to recover nature across land, freshwater, coastal & rural landscapes?

The Wildlife Trusts are looking for an inspiring, collaborative and values-driven leader with expertise in landscape-scale nature recovery, ecological restoration, strategic partnerships and innovation to lead one of the most exciting areas of our work.

This is a unique opportunity to help shape how nature recovers across the UK. You will be a visible advocate for nature recovery and a trusted ambassador for The Wildlife Trusts, the wider federation and the conservation sector. Comfortable operating at senior levels, you will represent the movement externally with credibility and authority, building influential relationships and communicating a compelling vision for nature's recovery across media, policy, partnership and public platform.

As Director of Nature and Species Recovery, you will provide strategic leadership for The Wildlife Trusts' ambitions to restore nature at scale through landscape recovery, species recovery, nature recovery networks, ecological restoration, rural landscapes and rewilding. Working across our federation of 46 independent Wildlife Trusts, you will help create the conditions for ambitious, collaborative action that delivers lasting impact for wildlife, climate and people.



About You

Whether through helping Wildlife Trusts develop landscape-scale recovery projects, fostering collaboration across regions and habitats, building partnerships capable of delivering transformative change, or influencing national conversations about the future of nature recovery, you will play a pivotal role in helping deliver our vision for a wilder future.

You will lead work that brings together local action and national ambition, helping individual Wildlife Trusts maximise their contribution to our shared goal of putting nature into recovery. You will champion innovation, evidence-led practice and learning across the federation, ensuring local success contributes to collective impact.

In addition, you will provide strategic oversight of The Wildlife Trusts' engagement with International Union for Conservation of Nature (IUCN) programmes, partnerships and standards, ensuring best practice and learning to strengthen our work and influence.

As a member of our Senior Leadership Team, you will help shape organisational strategy, contribute to our culture and values, and strengthen the impact of one of the UK's largest and most influential nature movements. At a time when nature and climate face unprecedented challenges, this role offers an exceptional opportunity to help create nature-rich landscapes where wildlife and people can flourish for generations to come.



About You

We are looking for a highly strategic, collaborative and values-driven leader with the vision, credibility and expertise to influence at the highest levels.

You will combine excellent ecological understanding with exceptional relationship-building skills, enabling you to bring together diverse stakeholders around a shared vision for nature recovery. Comfortable operating within complex environments, you will excel at building partnerships, developing ambitious programmes and navigating competing priorities with confidence, empathy and sound judgement.

You will have substantial experience of leading environmental, conservation, nature recovery, species recovery, ecological restoration or place-based programmes at a senior level and will understand the importance of translating ambition into practical delivery and measurable impact.

Working alongside 46 independent Wildlife Trusts, you will appreciate the opportunities and complexities of operating within a federated movement. You will be skilled at influencing through collaboration rather than authority, creating alignment around shared goals while respecting local expertise, priorities and autonomy.

You will bring a deep understanding of nature recovery, species conservation, ecological restoration and the conditions required for nature to recover at scale, including rewilding, regenerative land management and habitat restoration. You will be able to identify opportunities that accelerate progress, strengthen collaboration and maximise impact across the federation, helping to connect local action with national ambition.

You will understand the vital role that partnerships, influence and investment play in delivering meaningful outcomes for nature. You will have a proven track record of building strong and trusted relationships with government, environmental organisations, communities, academic institutions, land managers, funders and other strategic stakeholders, creating the conditions for collaboration, innovation and lasting impact.



About You

You will recognise the importance of securing resources and funding to deliver organisational objectives and will be experienced in supporting funding opportunities, developing compelling strategic propositions and building confidence among funders, partners and stakeholders.

As a member of the Senior Leadership Team, you will contribute beyond your own portfolio, helping shape organisational culture, supporting colleagues and providing collective leadership across The Wildlife Trusts.

You will be a highly credible and influential communicator, capable of acting as a spokesperson, advocate and ambassador for The Wildlife Trusts, the wider federation and nature recovery. Comfortable representing the organisation at national conferences, public events, stakeholder forums, sector networks and media opportunities, you will bring confidence, authority and presence when communicating with a wide range of audiences.

You will have experience working with media and journalists and be comfortable acting as a public voice for the organisation. Able to communicate complex ecological, scientific and policy issues in an engaging and accessible way, you will build understanding, inspire confidence and strengthen support for nature recovery among partners, policymakers and the public, demonstrating why reversing nature's decline matters for people, places and future generations.

Above all, you will be passionate about creating a wilder future. You will bring the energy, resilience and determination needed to lead through complexity and change, helping to deliver meaningful and lasting recovery for nature at a scale that matches the challenges we face.



Our Culture

At RSWT, people are at the heart of everything we do, we are committed to promoting positive wellbeing, supporting our colleagues to grow, make a meaningful contribution and help deliver greater impact for nature, climate and communities. Through learning, development and collaboration, we aim to foster an inclusive, supportive and [values](#)-led culture where colleagues feel confident to share ideas, contribute their perspectives, challenge constructively and learn from experience. We are committed to providing a safe, respectful and inclusive environment and maintain a zero-tolerance policy towards any form of discrimination, harassment (including sexual harassment) or abuse. This extends to all interactions with our employees by third parties, including clients, contractors, suppliers and visitors.

We encourage everyone to bring their authentic selves to work and to feel comfortable and confident in their working environment. Whether working from home, in the office, outdoors or in the community with key stakeholders, we trust colleagues to use their judgement and managers' guidance to dress appropriately reflecting our values and professionalism.

Learning and Development

At RSWT, we believe that learning and development are essential to helping people thrive, grow and make a real impact. From a supportive induction that helps you feel welcomed from day one, to formal qualifications, mentoring opportunities and access to high-quality learning from across The Wildlife Trusts, we'll support your development in a way which works best for you. You can explore new skills through our learning platform - WildLearn, join colleagues from across the federation through Wild About Learning external training, take part in Communities of Practice or stretch yourself through cross-team projects and new challenges. We'll also support you to share your expertise and build connections with colleagues from across the Federation. Whether you learn best through training, collaboration, hands-on experience or by developing others, you'll find a wide range of opportunities to grow your knowledge, share your skills and build your confidence.

Safeguarding

Royal Society of Wildlife Trusts take our Safeguarding responsibilities extremely seriously and are committed to safeguarding and promoting the welfare of children and adults at risk. Please click here to read our [commitment statement](#). For applicable roles, applicants must be willing to undergo checks with past employers and Disclosure and Barring Service checks at the eligible level.



The Wildlife Trusts embrace passion, respect, trust, integrity, pragmatic activism, and strength in diversity. We are passionate in promoting our aims, and we pride ourselves on being inclusive. We strongly encourage applications from people who are underrepresented within our sector, including those from minority backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

Disability Confident Scheme

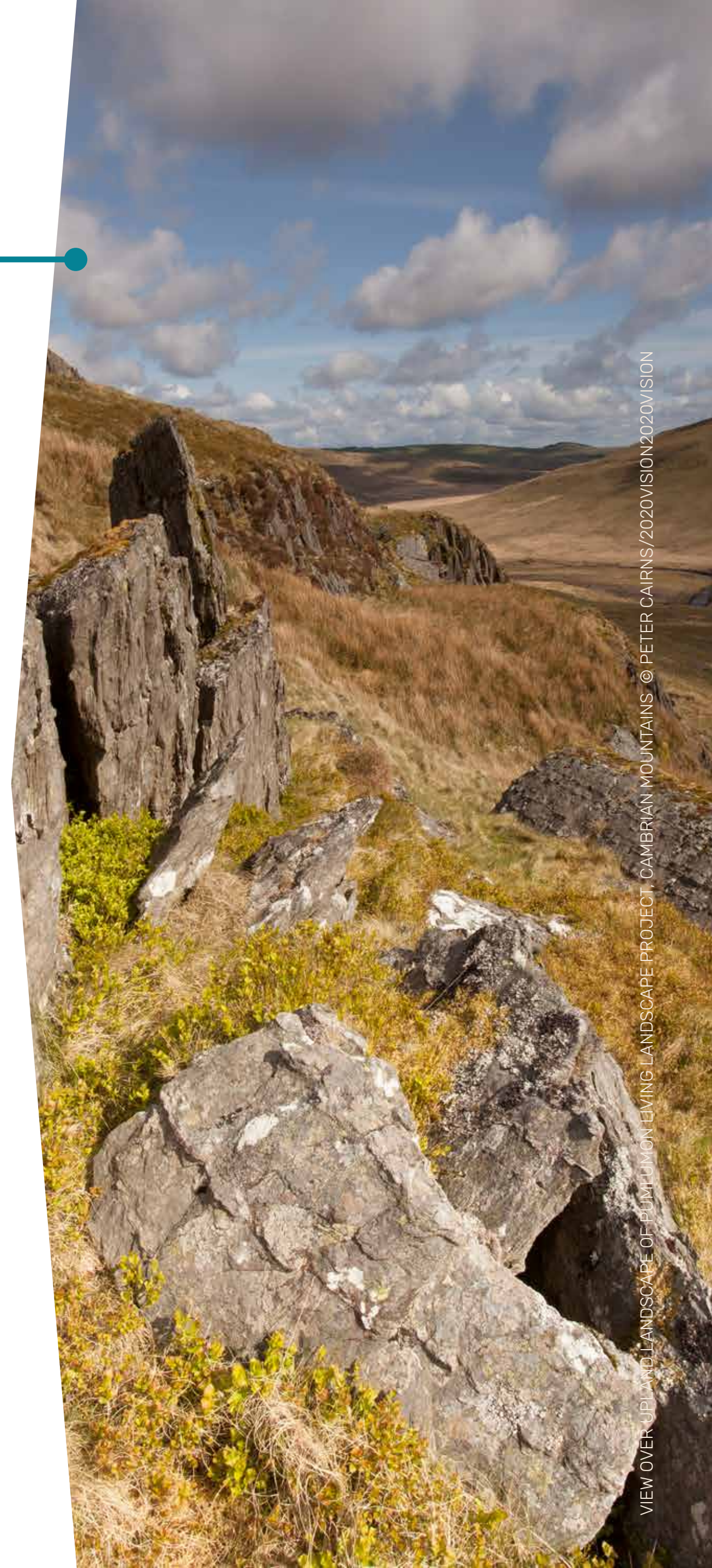
At Royal Society of Wildlife Trusts we are committed to fostering an inclusive, equitable, and welcoming recruitment experience for all applicants. Applicants with disabilities will be considered for the next stage of the selection process should they meet all the minimum criteria for the role outlined 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.

Levelling the Field Pledge

Royal Society of Wildlife Trusts are committed to increasing the diversity of its staff through its Levelling the Field recruitment pledge. We strive to ensure a fair and welcoming recruitment process for all applicants, encouraging those from ethnic minority backgrounds to apply. Our pledge underlines our determination to foster diversity and equal opportunities within our organisation. We particularly encourage applications from people who are underrepresented within our sector. Applicants 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. RSWT offers an interview to a fair and proportionate number of applicants of ethnic minority background and therefore not all applicants of ethnic minority would be entitled to an interview.

Use of AI

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



Overall Purpose of the Job

Team: Nature & Species Recovery
Responsible to: Deputy CEO
Responsible for: Nature & Species Recovery,
IUCN Peatland Programme
Leadership & Team Development
[Learn more about your team](#)

As a member of the Senior Leadership Team, the Director of Nature & Species Recovery will provide strategic leadership for The Wildlife Trusts' ambition to put nature into recovery at scale, helping to deliver the goals of [Strategy 2030: Bringing Nature Back](#).

Working collaboratively across the federation of 46 independent Wildlife Trusts, the role will lead and support ambitious landscape-scale programmes that restore habitats, recover species, increase climate resilience and create wilder landscapes where people and nature thrive together.

The role is responsible for driving strategic collaboration, innovation and influence across the federation, enabling Wildlife Trusts to maximise their collective impact through nature recovery networks, ecological restoration, species recovery, rewilding approaches and the promotion of nature-friendly and regenerative land management practices.

The role will also provide strategic oversight of The Wildlife Trusts' engagement with IUCN programmes, partnerships and standards, ensuring best practice informs our work and strengthens our influence across the conservation sector.

As a member of the Senior Leadership Team, the Director will contribute to organisational strategy, culture and decision-making, working collaboratively with colleagues across the federation to ensure landscape recovery remains central to The Wildlife Trusts' mission and collective ambitions.

The successful candidate will act as a spokesperson and ambassador for nature and species recovery, representing The Wildlife Trusts with credibility and authority across the conservation sector, government, partnerships, media and public platforms.

Main Responsibilities

Strategic Leadership for Nature's Recovery

- Provide strategic leadership for The Wildlife Trusts' landscape recovery ambitions, supporting delivery of Strategy 2030.
- Lead the development of shared visions, priorities and approaches for nature recovery across a range of landscapes, habitats and geographies.
- Work with the marketing and development team to build inspiring, fundable nature recovery programmes.
- Champion landscape-scale conservation, species recovery, ecological restoration, regenerative land management and rewilding approaches across the federation, promoting evidence-led solutions that support nature's recovery alongside thriving rural and urban communities.
- Support Wildlife Trusts to identify, develop and deliver ambitious landscape recovery programmes that contribute to local and national nature recovery objectives.
- Promote innovation, evidence-led approaches and learning in landscape recovery and restoration.

Federation Leadership and Collaboration

- Build strong relationships across the federation, facilitating collaboration and collective action around shared priorities and opportunities.
- Support the co-creation of strategies, programmes and recovery plans that maximise impact while recognising the independence and diversity of individual Wildlife Trusts.
- Strengthen knowledge-sharing, peer support and learning networks across the federation.
- Foster a culture of collaboration, innovation and shared ownership.

Main Responsibilities

Hosting the IUCN Peatland Programme

- Provide strategic oversight of The Wildlife Trusts' involvement in IUCN programmes, partnerships, standards and initiatives.
- Promote the application of best practice, evidence and learning across the federation.
- Develop relationships with conservation organisations and networks.

Strategic Partnerships and Influence

- Develop and maintain strong relationships with government, statutory agencies, farmers, land managers, landowners, environmental organisations, academic institutions and strategic partners.
- Support the development of partnerships and coalitions capable of delivering landscape-scale change.
- Contribute to policy development and influencing that supports nature recovery and climate resilience.
- Represent The Wildlife Trusts at senior-level meetings, conferences, events and stakeholder forums.
- Act as a visible ambassador and spokesperson for The Wildlife Trusts, representing the organisation, federation and broader nature recovery agenda at senior-level events, conferences, media opportunities and stakeholder forums.
- Build the profile and influence of The Wildlife Trusts within the conservation sector and beyond, serving as a credible voice, communicating The Wildlife Trusts' vision, priorities and achievements.
- Working closely with colleagues in communications, fundraising and public affairs, develop and maintain strong relationships with journalists, commentators, sector leaders, funders and decision-makers to help strengthen understanding and support for nature recovery ambitions.
- Confidently communicate complex scientific, ecological, financial and policy issues in an engaging and accessible way to inspire support and action.

Main Responsibilities

Services Portfolio & Delivery Engagement

- As a member of the Senior Leadership Team, contribute to the overall leadership, culture and effectiveness of The Wildlife Trusts.
- Provide visible, values-led leadership across the organisation and wider federation.
- Lead and develop high-performing teams, fostering a collaborative, innovative and inclusive culture.
- Translate strategic priorities into directorate plans, objectives and measurable outcomes.
- Ensure effective governance, resource management and accountability across the directorate.
- Work collaboratively with colleagues and partners to identify and support funding opportunities that enable delivery of strategic priorities and maximise impact across the federation.
- Championing sustainable and diversified approaches that support long-term nature and species recovery ambitions.
- Support leadership development, succession planning and continuous professional development.
- Contribute beyond the directorate portfolio as an active member of the Senior Leadership Team, modelling collaboration, sound judgement and collective accountability.

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.

Key to our methods of assessment

App = Application Form

A = Assessment (10 min presentation and follow up questions)

I = Interview question

Person Specification

Essential

- Key Competencies:

- **Leadership & Decision Making:** Provides inclusive and strategic leadership by creating a shared vision aligned to organisational values and priorities, using evidence and insight to inform decisions, supporting teams through change and enabling successful outcomes. **App, A, I**
- **Collaboration & Support:** Builds trusted relationships across a wide range of stakeholders, fostering collaboration, shared ownership and effective partnership working while promoting organisational values and a positive culture. **App, A, I**
- **Communication & Influencing:** Communicates with clarity, credibility and impact, building understanding, engagement and support for organisational priorities. Influences effectively at senior levels, represents the organisation with confidence and authority and acts as a compelling ambassador and public voice for nature and species recovery. **App, A, I**
- **Analysis & Interpretation:** Uses evidence, insight and foresight to understand complex issues, identify opportunities and risks, and develop effective strategic responses. **A, I**
- **Innovation & Strategy:** Promotes innovative and forward-thinking approaches that enhance impact, support learning and respond to emerging opportunities and challenges. **A, I**
- **Planning & Execution:** Translates strategic priorities into clear plans and measurable outcomes, managing resources, performance and risk effectively. **App, A**
- **Adaptability & Resilience:** Maintains effectiveness within complex and evolving environments, demonstrating sound judgement, resilience and flexibility. **I**
- **Professional & Technical Knowledge:** Applies expert knowledge of nature recovery, ecological restoration, environmental policy, and conservation practice to strengthen organisational impact and influence. **App, I**
- **Personal Development & Performance:** Demonstrates integrity, accountability and professionalism, supporting continuous learning, improvement and leadership development. **I**

Person Specification

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Essential

- Experience:
 - Proven senior leadership experience within conservation, environmental management, ecological restoration, landscape recovery or a related field within a federation, membership organisation or complex partnership environment. **App**
 - Experience of leading complex programmes, partnerships or organisational initiatives that have delivered measurable outcomes including leading landscape-scale conservation, species recovery or ecological restoration programmes. **App, I**
 - Experience of developing and delivering strategic plans within complex organisations, partnerships or federated structures. **App, A**
 - Experience of building and maintaining influential relationships with senior stakeholders, partners, funders and decision-makers to inform public policy or sector-wide change. **A, I**
 - Experience of leading and developing high-performing teams. **App**
 - Experience of securing funding and developing strategic partnerships to secure resources that support nature and species recovery. **App, I**
 - Experience of representing an organisation externally at a senior level, being a spokesperson or public representative and acting as a credible ambassador with senior stakeholders. **App**
 - Experience in public facing communication, including working with media and journalists. **App, I**



Key to our methods of assesment

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Essential

- Technical Knowledge and Skills:
 - Expert knowledge of nature and species recovery, ecological restoration and landscape-scale conservation, approaches, including an understanding of rewilding principles and regenerative land management practices. **App, A**
 - Knowledge of The Wildlife Trusts, its federated structure and its contribution to nature recovery, species conservation and public engagement, including an understanding of how 46 independent Wildlife Trusts work collaboratively to achieve greater collective impact through local action, shared learning and national influence. **App, A, I**
 - Deep understanding of environmental policy, biodiversity recovery and climate resilience. **App**
 - Ability to build consensus and drive collaboration across diverse organisations and stakeholders. **App**
 - Excellent communication, presentation and public speaking skills. **App, I**
 - Ability to communicate complex ecological, scientific and policy issues clearly and persuasively to a range of audiences. **I**
 - Ability to use evidence, data and evaluation to inform strategic decision-making and measure impact. **A, I**
 - Ability to think strategically, navigate complexity and identify opportunities that strengthen nature recovery at scale. **App, A, I**
 - An understanding of IUCN frameworks, standards and conservation initiatives. **I**

Desirable

- Knowledge and skills:
 - Media trained in broadcast, print or digital media interviews.





Additional benefits of working for The Wildlife Trusts

- Private medical insurance
- Generous salary sacrifice pension contribution
- Electric vehicle salary sacrifice scheme
- 26 days annual leave, plus 5 days discretionary days and 8 bank holidays
- Extra 5 days leave on each 5 year service anniversary
- 4 Concessionary Days over festive period
- Life Assurance cover of three times your annual basic salary at no cost to you, for peace of mind for your loved ones.
- Charity worker discount
- Employee Assistance Programme
- Cycle to Work Scheme

Closing date for applications: 22 November 2026

First interview: 08 & 09 December 2026 (Online)

Second interview: 16 December 2026 (In person at our Newark office)