



The
Wildlife
Trusts

VIDEOGRAPHER (Maternity Cover)

RECRUITMENT PACK

Salary: up to £23,696 per annum (28 hours per week)

Location: This role is predominantly home-based with regular travel to locations across the UK. Office facilities are available at our Newark office at The Kiln, Waterside, Mather Road, Newark, NG24 1WT for those within easy travelling distance. There is a requirement to attend in-person the quarterly team meetings at the Newark office.

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

Part-Time: 28 hours per week

Temporary contract (Maternity Cover up to 07/09/2027)



Royal Society of Wildlife Trusts
Registered Charity N° 207238
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GREY SEAL PUP RESTING ON A SANDBANK © DANNY GREEN/2020VISION

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

We're looking for a talented and creative videographer with a proven track record of producing engaging film and photography content for digital audiences. You'll have excellent technical filming and editing skills, a good understanding of what performs well across different social media platforms, and the ability to transform ideas into compelling stories that inspire action.

You'll be confident managing projects from concept through to delivery, balancing multiple deadlines and priorities while maintaining a high standard of work. Comfortable working both independently and collaboratively, you'll be proactive, organised and adaptable, with excellent communication skills and a high level of accuracy and attention to detail.

You will be passionate about creating audience-focused content and using storytelling to connect people with nature, engage diverse audiences and support positive change for wildlife and the natural world. An interest in wildlife and environmental issues, alongside a commitment to creativity, innovation and high-quality content, will help you thrive in this role.



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: Communications
Responsible to: Content Manager

To inspire, empower and enable communities to value and take action for nature by creating impactful short and long form videos for social media, events and campaigns that reach diverse audiences and bring our vision, mission and strategy to life.

Main Responsibilities

Plan and produce video content primarily for our social media channels to increase supporter engagement.

- Develop videography for use across The Wildlife Trusts' national social media channels in line with our annual communications plan and adapt content where appropriate to be used by all Wildlife Trusts in the federation.
- Lead on all elements of the production process – including but not limited to storyboarding and scriptwriting, production, lighting, shooting, audio and editing.
- Keep up to date with the latest trends in social media video (including Reels, TikTok and YouTube), applying different approaches depending on the channel and audience.
- Capture, organise and manage video content, including the creation of versatile B-roll footage, ensuring assets are easily accessible and shareable across communications teams throughout the federation.
- Support Wildlife Trusts across the movement with film-related enquiries and arrange and deliver webinars where a need for training or information dissemination is identified.

Main Responsibilities

Support movement-wide advocacy, engagement and fundraising campaigns and selected events with engaging, audience-centric film content.

- Help deliver monthly video content packages and toolkits to support the federation of regional Wildlife Trusts.
- Produce impactful films as part of largescale campaigns including 30 Days Wild (the UK's month-long nature challenge which runs every June), National Marine Week and Hedgehog Walk.
- Film and edit key external and internal events e.g. federation conferences, livestreams and interviews.

Help maintain and develop The Wildlife Trusts' photography library

- Work with the Communications team to regularly update the library with new photography that reflects the diversity of the communities we work within.
- Organise and lead on photography shoots.
- Ensure content is clearly tagged and shared with the required consent, permissions and credits.

Other responsibilities:

- Travelling to various filming locations around the UK and being responsible for, and transporting film equipment.
- Undertake own administration.
- Be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work Act (1974) and relevant EC directives.

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:
 - **Creativity and Innovation:** A strategic and creative thinker who develops innovative approaches, explores new perspectives, and communicates ideas clearly, succinctly and with confidence. **App, A, I**
 - **Planning and organising:** Maintains a highly professional, organised and efficient approach, working effectively under pressure and managing competing priorities and tight deadlines. Delivers work at pace while maintaining a high level of accuracy and attention to detail. **App, I**
 - **Working Collaboratively and Providing Support:** Able to work effectively both independently and collaboratively as part of a team, including stakeholders, engaging and influencing others to contribute positively towards shared goals, projects and outcomes. **App, I**
 - **Communication, Influencing and Reputation Management:** Excellent written and verbal communication skills, with the ability to adapt messages, tone and style of content to suit diverse audiences. Builds positive relationships, while demonstrating an understanding of brand integrity and the importance of managing organisational reputation and reputational risk. **App, A, I**
- Experience
 - Skilled in producing video and photography. Proficient in using photography and videography editing software tools such as Photoshop, Adobe Premiere Pro, Final Cut Pro etc. **App, A, I**
 - Demonstrates the ability to deliver high-quality work under pressure and, managing competing deadlines efficiently and effectively. **App, A, I**

Person Specification

APP = Application Form

A = Assessment

I = Interview question

Essential

- Technical knowledge and skills:
 - Technically proficient, including the ability to operate and transport cameras and audio equipment to various UK filming locations. **App, A, I**
 - Skilled in producing optimised content across various social media formats, including vertical video, square video, Facebook Lives, lifestyle flatlays etc. **App, A, I**

Desirable

- Key Competencies:
 - **Leadership and decision making:** Demonstrates the ability to step into leadership roles when required, showing flexibility and openness. Ability to make sound on-the-spot editorial decisions under pressure and consistently meet tight deadlines.
- Experience:
 - Experience working as an in-house or freelance filmmaker, with a excellent understanding of different social media channels and how to engage audiences with video content.
 - Proven track record of using insight about audiences to develop high-performing film content.
- Knowledge and skills :
 - Solid understanding of the laws of copyright, defamation, permission and consent requirements relating to the use video and photographic material.
 - Proven written communication skills for storyboarding and scripting.
 - Demonstrates a passion for nature and a understanding of UK wildlife and environmental issues, with the ability to inspire others to support conservation and other important causes.



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 and 8 bank holidays
- Extra 5 days leave on each 5 year service anniversary
- 4 Concessionary Days over festive period
- Non-contributory Life Assurance Scheme
- Charity worker discount
- Employee Assistance Programme
- Cycle to Work Scheme

Closing date for applications: 11 November 2026

First interview: 20 November 2026 (Online)

Second interview: 1 December 2026 (Online)