



Gloucestershire
Wildlife Trust

Job description

Campaigns and Policy Officer

To enable nature's recovery with the people of Gloucestershire, by supporting the delivery of Gloucestershire Wildlife Trust's campaigning and influencing strategy on the ground.

We need to create a wilder Gloucestershire where nature is in recovery and people are on nature's side and taking action. This could be through achieving positive changes to national laws or local policies, or helping to mobilise local people to act individually or collectively to advocate for nature. We need policy makers, businesses, farmers, landowners and individuals to help us tip the balance for nature. That's where you come in.

Salary: £24,500

Responsible to: Head of External Relations

Liaison with: Digital Marketing Coordinator, Communications Officer, Community Action Manager, Community Action Officer, Senior Management Team, Fundraising team, Engagement team, Learning team, Land Management team, Volunteer Coordinator and volunteers, Ecological, Evidence and Natural Solutions teams.



Large blue © Billy Heaney

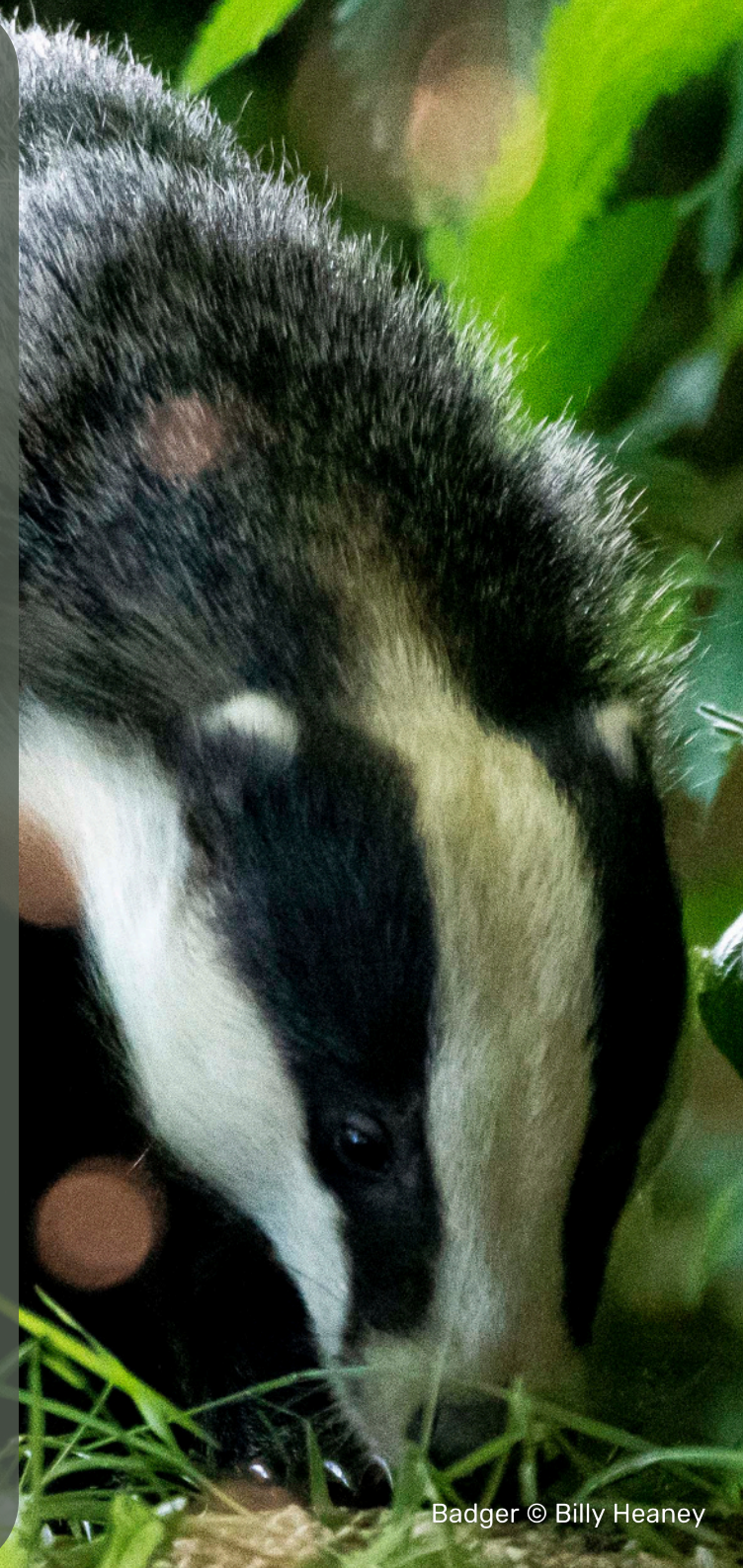


Introduction to the role

We are looking for a highly motivated, creative and energetic person with a passion and energy for politics to join our team and help us develop compelling policy solutions and advocacy campaigns to engage, inspire and influence decision makers in the run up to the 2024 General Election and beyond, to ensure nature's recovery is kept at the heart of public and political conversation. You will play a key role in securing nature's recovery across Gloucestershire and beyond, helping to identify and shape campaigns, including working with partner organisations to ensure our work is as impactful as possible.

This is an exciting time for nature policy locally and nationally and you will be working to shape incoming policy and how it is delivered on the ground. You will work closely with GWT's Evidence team and will work to ensure councils adopt nature-focused policies and best practice Biodiversity Net Gain. You will also work closely with our Community Action team to empower our supporters to take action for nature through our advocacy campaigns and our wider Team Wilder work.

The role sits within the External Relations team at GWT and will work with colleagues across the Trust and beyond, to develop and deliver compelling policy asks to influence our MPs and councillors, and support the development of the Trust's advocacy campaigns, establishing us as leading experts and driving individuals and policy makers to take action for nature.





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Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We own and manage more than 60 nature reserves across the county, all of which offer free access for visitors. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment.

Our mission is a simple one – to value nature. Our ambition is to restore, recreate and reconnect Gloucestershire's wild places. We want everyone in Gloucestershire to value, enjoy and share the natural world.

Our priorities are outlined in our Strategic Plan: Wild Places, Natural Solutions -

<http://www.gloucestershirowildlifetrust.co.uk/about-us/who-we-are/strategic-plan>

Our vision is ambitious, but we believe we can deliver it by:

- Creating bigger, better, more connected wild places where people and wildlife can thrive
- Inspiring more people and communities to take action for wildlife
- Leading on 'natural solutions'; championing the value of what wildlife can do for us
- Growing our resources, influence and reach to shape a strong, resilient organisation

Gloucestershire Wildlife Trust manages over 2,500 acres of land, from wetlands in the Severn Vale and heathland in the Forest of Dean, to limestone grasslands in the Cotswolds and a large ancient woodland at Lower Woods in South Gloucestershire. In addition to our community programmes, we have a vibrant programme of work outside our reserves, supporting farmers and landowners to deliver bigger, better and more connected landscapes where wildlife can thrive.

Gloucestershire Wildlife Trust expects its staff, paid and unpaid, to carry out their duties in a way which consistently exceeds the regulations and expectations of society at large in matters ethical and environmental. The Trust will ensure that its staff receives appropriate training and development opportunities based on a documented personal annual appraisal.



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Gloucestershire Wildlife Trust's values

Our values reflect each of us being:

A CARING COLLEAGUE – supportive and honest

Behaviours: We are considerate, honest and fair. We make time for each other and actively listen to others concerns or barriers before responding and finding solutions together.

ROOTED IN OUR COMMUNITIES – making nature inclusive

Behaviours: We respect each other's views and recognise and value our different backgrounds and lived experiences.

CHAMPIONS FOR WILDLIFE – passionate and pioneering for nature's recovery

Behaviours: We have an urgency for action. We are open to new ideas, encouraged to take risks together, finding creative solutions and learning from our mistakes.



Outline of main responsibilities

- Work closely with the Head of External Relations to develop and deliver the advocacy strategy and compelling campaign plans.
- Work with the Head of External Relations and other relevant staff to develop compelling policy asks and advocacy positions based on the analysis of evidence.
- Work with the Head of External Relations to link campaigns and advocacy output with the delivery and communication of our 2030 strategy.
- Work with the Head of External Relations and other relevant stakeholders to develop campaigning and influencing plans for diverse audiences, including political audiences, supporters and the wider public using audience mapping, insight and understanding.
- Conducting research and building the Trust's evidence to support the creation of policy positions and asks, and wider advocacy and campaigning.
- Identify issues affecting the Trust's advocacy and emerging opportunities for promoting GWT's policy asks to decision makers.
- Work with other teams across the organisation to identify opportunities to develop targeted advocacy to support the Trust's wider goals.
- Work with the Planning Team to assist in delivering effective support to Parish Councils who require our assistance in shaping the relevant aspects of their local plans.
- Work with the External Relations team to produce high quality written materials for GWT's advocacy and campaigns including reports, briefs, press releases and opinion pieces. Gather and present evidence as needed.



Outline of main responsibilities

- Work with the External Relations team to develop effective campaigns materials and communication content.
- Work closely with the Community Action Officer to develop relevant campaigns, materials and volunteer roles to support their work with communities.
- Ensure staff are kept informed of policy and campaigns developments, both internal and external.
- Help to monitor and respond to local and national consultations and opportunities where appropriate, to position the Trust to influence the external environment.
- Plan and organise training and events with relevant organisations and external partners where appropriate, for example providing training and workshops to local councils.
- With the Head of External Relations and other colleagues where appropriate, manage and coordinate relationships with local political stakeholders.
- Organise visits and face to face opportunities to influence relevant local political stakeholders.
- Work with the Head of External Relations to provide timely and engaging briefings for MPs and others on key policy issues.



Person Specification

Experience and knowledge:

Essential:

- Proven track record of engaging and influencing a range of external audiences.
- Experience of undertaking research, preferably to support policy analysis and advocacy campaigns.
- An understanding of influencing and campaigning methods.
- An understanding of political processes and routes to influencing local and national policy.

Desirable:

- Experience of working with political stakeholders, such as councillors and MPs.
- Experience of supporting communities or individuals to take action.
- Experience of using digital and creative tools to support campaigns.
- Knowledge of the current UK political environment and/ or current relevant policy.
- Understanding of environmental and conservation issues locally and nationally, including an understanding of the work of the Wildlife Trusts.





Person Specification

Skills:

Essential:

- Ability to analyse information and identify policy and campaign opportunities, messages and actions.
- Excellent written and verbal communication skills.
- Strong organisational and time management skills.
- Good attention to detail.

Desirable:

- Understanding of social media and digital communication tools.



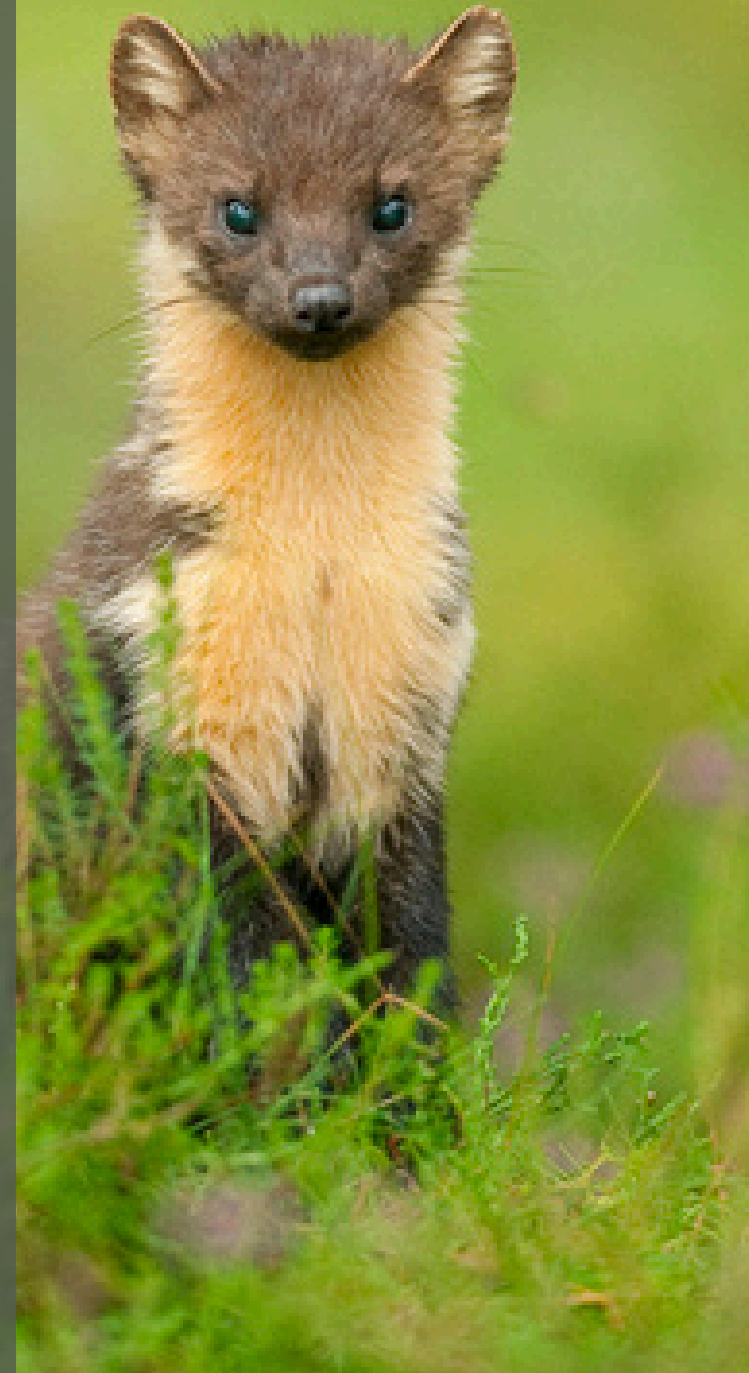


Person Specification

Qualities:

Essential:

- Able to work flexibly and adapt in a fast-moving field.
- Ability to work under pressure and to competing deadlines.
- Creative thinker.
- Ability to work as part of a team.
- Approachable and friendly manner.
- Passion for the environment and wildlife conservation.





Terms of Employment

This is a permanent full-time post (35 hours per week) and is subject to a six-month probationary period. Due to the nature of the Trust's work, occasional evening or weekend work may be necessary for which time off in lieu is given.

We offer a rounded benefits package to include life insurance of three times salary, a contributory pension scheme with generous employer contributions and an employee assistance programme. The postholder is entitled to 21 days paid leave per year pro rata (rising to 30 days through service) in addition to public holidays and Christmas closing period as well as two volunteering days. Other discounts and benefits are available too.

Our office facilities are at Robinswood Hill Country Park in Gloucester. This role will require regular travel to GWT offices and sites around the county on occasion.

It is the nature of the work of Gloucestershire Wildlife Trust that tasks and responsibilities are, in many circumstances unpredictable and varied. All staff are, therefore, expected to work in a flexible way when the occasion arises where tasks that are not specifically covered in the Job Description are undertaken, including providing cover for absent staff in order to maintain organisational effectiveness.

As part of its commitment to investing in its people, GWT trains and supports its staff in the delivery of their duties. Advice will be given in drawing up a personal development plan and all suggestions considered according to resources available and the over-riding priorities of the Trust. An appraisal process is carried out every year.

The post holder will be consulted by the Chief Executive prior to any proposed major changes to duties and responsibilities and reasonable notice will be given before implementation.



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Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff, whether temporary, part-time or full-time; ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination. A full copy of the policy is available on request.





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How to apply

To make an application, please complete an online application form on our website by midnight on Sunday 9 June 2024

Interviews will be held w/c 17 June 2024.

Thank you for your interest in this position and we look forward to receiving your application.

