



Rethink Nature Senior Advocacy Officer

Recruitment pack

Rethink Nature

The nature crisis across the UK is most starkly represented by the documented loss of species.

The Rethink Nature partnership believes we can and must do much more for the recovery of species. We're looking for an experienced policy advocate and natural collaborator to help secure increased governmental and sectoral support for positive species impact.

Hosted by Plantlife on behalf of the Rethink Nature Partnership, you will work closely with Rethink Nature conservation and policy staff to lead the delivery of an advocacy programme on species recovery.

Primarily focused on policy in England and with a focus on Westminster, the programme will also connect with Rethink Nature activity and advocacy within all nations of the UK.

Rethink Nature is a group of leading species-focused nature conservation organisations working together to combine our extensive knowledge and experience to catalyse the action that species need across the four nations of the UK.

Rethink Nature is governed by a board of CEOs supported by an active Conservation Leads group.

Working together since 2013, Rethink Nature initiated the Back from the Brink (England), Species on the Edge (Scotland) and Natur Am Byth (Wales) species recovery partnership programmes, and the Westminster Species Champion Project.

<https://rethinknature.co.uk/>



Plantlife

We are the global voice for plants and fungi. From the tiniest lichen to the mightiest oak, they shape our world. Our mission is a world rich in plants and fungi.

The restoration of nature, at scale and pace, is vital to combating the interconnected crises of climate change, biodiversity loss, and societal and health challenges. Plants and fungi, at the heart of healthy and functioning ecosystems have the power to mitigate the impacts of climate change and rebuild a thriving natural world which supports the wellbeing of communities.

We believe that abundant and diverse plants and fungi must be our foremost consideration as we work to restore our depleted environment.

We are proactive and human. We believe that every individual, community, and sector of the economy and society has an equal stake in our natural world and can make a contribution to its restoration.

We are expert and credible. Everything we do and say is based on research, evidence and experience.

We are positively disruptive, passionate and outspoken. We stand up for plants and fungi, we focus on impact and solutions, we represent our views respectfully and we share our knowledge so that others can take action too.

- We deliver nature restoration, in partnership with land managers, and always with the aim of protecting and restoring plants and fungi.
- We have specialist knowledge on species rich grasslands and temperate rainforest as key habitats for plant and fungal diversity.
- We undertake focused work to protect and restore the most vulnerable species of plants and fungi
- We are passionate advocates for plants and fungi in all forums from local communities to the United Nations.
- We are at the centre of a global network working to protect and restore plants and fungi in their own communities.
- We help people discover and connect with the rich cultural and artistic heritage of plants and fungi.

We enable individuals, groups and organisations to take action and be part of restoring a world rich in plants

Further information can be found in our [Annual Review here](#).

Our people

Plantlife is governed by a board of 12 trustees and has almost 100 staff located across the UK. Most of our team work remotely and we have offices in Salisbury, Wiltshire and Retford, Nottinghamshire. We have a small hub of hybrid or office-based staff based out of these offices and there is always space for visiting colleagues who are close enough to occasionally benefit from an office space when they wish. We support a team of around 1,500 volunteers who work in the field, at events and in its offices.

Our work is only achievable through working inclusively with the public, partners, land managers and local communities. By working inclusively, we will provide equality of opportunity to connect with nature, reducing barriers to access and participation.

This all starts with the people that work for us and we are looking for great individuals, whatever the role you are interested in, to enable us to get more people involved with nature. We want to ensure that everyone who works for us feels truly valued and included so that they feel able to share their diverse and unique perspectives and reach their full potential.

People of colour and disabled people are currently underrepresented across the environment, climate, sustainability, and conservation sector. If you identify as a person of colour and/or are disabled, we are particularly interested in receiving your application. All applications are assessed solely on your demonstrated suitability for the job, nothing else, and our application forms are anonymised to ensure fairness and consistency when shortlisting.

We also want to ensure that everyone in the recruitment process with us has a positive and rewarding experience and that it enables you to be at your best. So, at any time during the application or interview process, please contact our HR team on jobs@plantlife.org.uk for advice and to discuss reasonable adjustments.

Thank you for your interest in this role.



Rethink Nature Senior Advocacy Officer

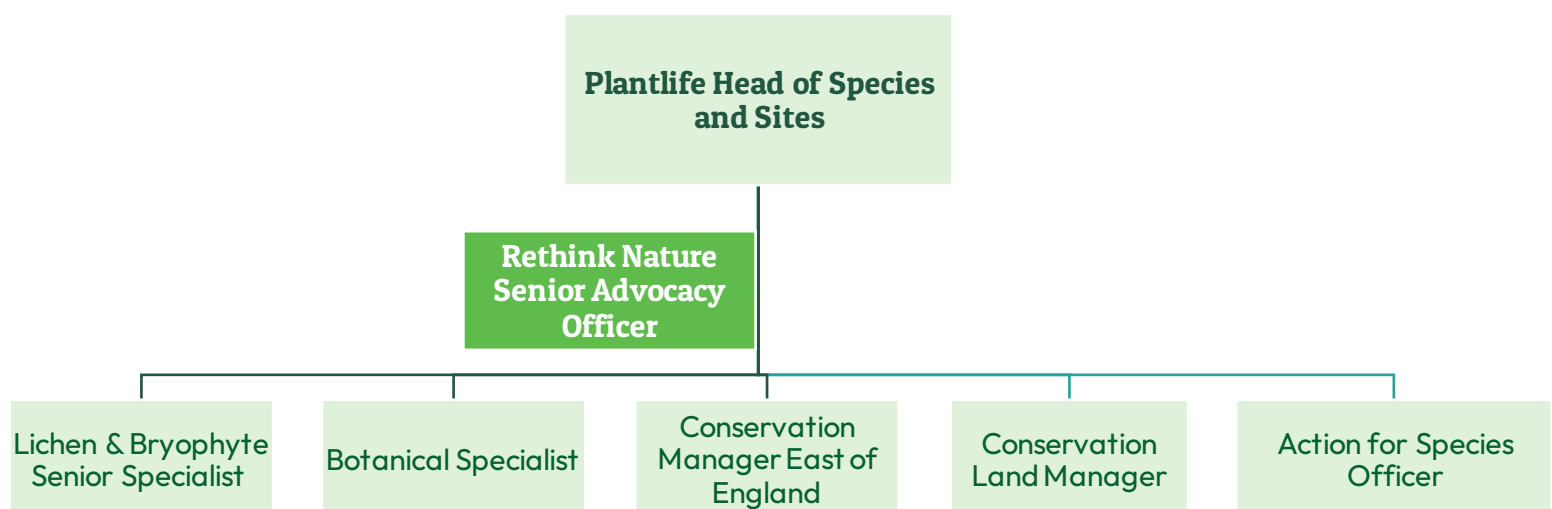


About the role

This is an exciting opportunity to make a real difference for nature. With global biodiversity targets and a new UK government, there is an urgency to increase the scale and depth of activity which directly leads to species recovery. Critical to this is ensuring we have the legislative and policy frameworks from national to local governmental level which genuinely enables species action. Equally, the success of existing and emerging land management strategies must be measured in terms of their positive impact for species diversity and abundance.

The postholder, working with the Rethink Nature partnership, will be focused on policy, advocacy and collaboration to secure increased governmental and sectoral support for positive species impact.

Organisation structure



Job description –Rethink Nature Senior Advocacy Officer

Reporting to

Plantlife Head of Species and Sites on behalf of Rethink Nature partnership.

Responsible for

N/A.

Key relationships

Plantlife Deputy Chief Executive/Director of Conservation, Rethink Nature Conservation Leads, Rethink Nature Board, third party organisations and networks, governments and key agencies.

Overall purpose of the role

To increase governmental and sectoral support for species recovery by:

- implementing a Rethink Nature policy and advocacy strategy and work programme for species recovery,
- enabling the Rethink Nature partnership to increase its advocacy effectiveness for species recovery, including via support for MP Species Champions focused primarily in England and through Westminster.

Main responsibilities

- Deliver the Rethink Nature Advocacy Strategy and work programme, working collaboratively with Rethink Nature conservation and policy staff.
- Measure outcomes to demonstrate progress and determine success of the Advocacy Strategy.
- Coordinate support from the Rethink Nature partnership to enable joined-up action including responses to policy consultations and advocacy opportunities
- Gather evidence (case studies, proposed solutions, position papers) from the Rethink Nature partnership and wider sector to demonstrate thought leadership in species conservation.
- Provide coordination support for the Westminster MP Species Champions projects, working with Rethink Nature and other partners
- Develop a communication approach to ensure Rethink Nature speaks as one voice in its advocacy for species conservation.
- Act as a spokesperson for the Rethink Nature partnership on species recovery policy.
- Facilitate Rethink Nature's engagement and actively establish relationships with key decision makers and stakeholders, including Rethink Nature partnerships in other UK nations.
- Contribute to the overall success of Rethink Nature and support a positive culture through effective collaboration, communications and leadership.

Other duties and responsibilities

- Observe Plantlife working policies at all times, including those on Health and Safety and Equal Opportunities.
- Undertake, from time to time, other duties that may be required of you to support the effectiveness of Plantlife overall.
- Contribute to the overall success of Plantlife and support a positive culture through teamwork, communication and leadership.

Person specification

We are looking for a driven, proactive and enthusiastic policy advocate who is passionate about working to solve the nature crisis and specifically recognises the imperative to focus on species recovery. You must be naturally collaborative, an excellent communicator, well organised and adaptable to changing priorities.

Your experience should demonstrate a relevant understanding of environmental policy, stakeholder engagement and influencing.

Essential skill requirements

- A passion for nature recovery.
- Experience of nature conservation policy, advocacy and strategy.
- Relevant understanding of environment and biodiversity policy and legislation, and their implications for conservation practice.
- Proven experience of operating successfully in a senior policy, advocacy or public affairs role.
- A natural collaborator, able to facilitate, effectively negotiate and influence others to make decisions and take action.
- Understanding of the devolved approach to UK environmental policy.
- Excellent communication skills and attention to detail (verbal, written and presentational), including an ability to speak confidently to a variety of audiences.
- Strong time management, prioritisation and organisational skills.
- Able to work independently.

Desirable skills

- Experience of working with eNGOs.
- Direct experience of species protection and/or biodiversity policy and legislation.
- Experience of campaign strategy and delivery.
- Experience of working in multiple political systems.



Key terms and conditions

This role is based in the UK, and you must be able to demonstrate your Right To Work in the UK.

Salary	Band E - £36,729- £39,757 per annum * *New joiners are recruited at the entry spine point of the band: £36,729
Hours of work	This is a full- time position (35 hours per week).
Term	This is a 2 yrs fixed term contract (continuation subject to funding).
Location	Flexible: home working (good wifi) or choice of regional office if preferred. We have office facilities available in Salisbury, Wiltshire and Retford, Notts. Office space within the Rethink Nature partner organisations is also possible. Some travel within England and potentially across the UK, will be required.

What's in it for you

Benefits	<ul style="list-style-type: none">- 36 days' holiday per annum (including extra bank holiday in Scotland and other bank holidays).- Additional day's leave awarded on completion of 1st, 3rd, 5th and 7th year of employment.- Operational closure during Christmas period (included in entitlement).- Contributory pension scheme – 6% employer contribution.- Comprehensive induction programme and investment in learning and development to enable you to be the best you can be now and in the future.- Employee Assistance Programme for you and your family members- Life Assurance 3 x salary- Emergency Loan Scheme- Generous occupational sick pay- Flexible working: we'll do everything we can to support a healthy work -life balance, whether that be home working, compressed hours or working part -time.- Staff development days: an opportunity to visit another area of our work to learn from colleagues.
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How to apply

If you think you are the right fit for us and the role we would love to hear from you.

Go to the 'Apply' button on the vacancy page on the website. This will take you to our recruitment portal where you will be required to upload an application form.

Please note we do not accept CV's.

We also appreciate you completing the Equality and Diversity Monitoring form on the website.



Closing date

The closing date for the role is **Wednesday 12 March 2025 (9am).**

Interview date

We will hold initial interviews via Teams **week of 24 March 2025.**

We look forward to receiving your application.

If you have any questions about the role, please do not hesitate to email jobs@plantlife.org.uk



plantlife.org.uk

Plantlife is the global charity working to enhance, protect, restore and celebrate the wild plants and fungi that are essential to all life on earth. With two in five plant species at risk of extinction, biodiversity loss is now the fastest it's ever been – which means our work has never been more vital. We champion and accelerate conservation action, working at the heart of a global network of individuals and organisations, to influence and inspire landowners and land managers, public and private bodies, governments and local communities. As time begins to run out, we are using our position as the global voice for wild plants and fungi to bring lasting and positive change to our natural world – for everyone's sake.

Patron HRH King Charles III

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