



giving  
nature  
a home



## Senior Conservation Planner, Wales

**Note:** This section sets out the key areas of focus that you should be referring to when describing your knowledge, skills and experience for the role.

We are seeking to appoint a Senior Conservation Planner, but we reserve the right to appoint at a less senior level depending on candidates' skills, qualifications and experience (the relevant role profile can be supplied on request).

### About the Role

We are looking for an enthusiastic and skilled advocate to join RSPB Cymru's Policy and Advocacy Team. You will be a passionate and effective champion for the change nature needs.

Wales is in the process of rolling out distinctive new legislation on sustainable development, planning and natural resources<sup>1</sup>. RSPB Cymru is seeking a Senior Conservation Planner to help us maximise the benefits to biodiversity from these new frameworks. In particular, you will lead our input to the development of Area Statements (the new approach, introduced through the Environment (Wales) Act 2016, for the sustainable management of natural resources), the National Development Framework (coming forward under Wales' reformed land use planning system), and the Wales National Marine Plan. You will also line manage our Casework Officer and oversee our casework to help ensure that our engagement with developers and decision makers reflects Wales' unique policy context as well as RSPB Cymru's priorities.

To be the ideal candidate you will have a degree or equivalent in a planning or environmental management/regulation related subject, and hold (or be working towards) chartered membership of the Royal Town Planning Institute (MRTPI), or equivalent professional experience. You will have an understanding of planning and environmental management policy – in particular, knowledge of Wales' legal and policy framework is desirable. You will care about wildlife and above all, have an understanding of the potential risks and opportunities arising through these key legal and policy frameworks. You will be a proactive advocate who will seek out and use opportunities to champion the best options for wildlife to decision-makers, professional counterparts and the public.

### About RSPB Cymru

The RSPB is the UK's largest nature conservation charity. In Wales, the RSPB currently employs 170 full time or part time staff, some of whom are fluent in both Welsh and English. An ability to speak Welsh is desirable but not essential for this role.

Our operations in Wales are managed by staff primarily based at two offices; our Wales headquarters in Cardiff, and in North Wales in Bangor. We manage 18 nature reserves in Wales covering over 16,000 hectares of land, including upland blanket bog and moorland, maritime heathland, woodlands, wet lowland grassland, reedbeds, estuarine habitats and islands. Approximately 200,000 visits are made to our reserves each year. We work through five thematic teams – Policy & Advocacy, Conservation Management, Reserves, Public Affairs and Marketing – to deliver the RSPB's work in Wales. We currently have over 57,000 members in Wales, including more than 11,000 junior members. Local groups and volunteers help us in a variety of ways and are a key part of our success story.

### About RSPB Cymru's Policy & Advocacy Team

The Policy & Advocacy Team in Wales works to protect and conserve nature through influencing the political, policy and legislative context that supports the conservation and sustainable management of land and sea, and through engaging directly with important plans and projects. We do this by seeking to influence the Welsh Government and other public bodies and decision-makers, as well as politicians. Through our campaigns, we encourage our supporters and the public to support our work and exert influence on behalf of nature and wildlife.

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<sup>1</sup> The Well-being of Future Generations Act 2015, the Planning (Wales) Act 2015 and the Environment (Wales) Act 2016  
The Royal Society for the Protection of Birds (RSPB) is a registered charity: England and Wales No. 207076 Scotland No. SC037654



# Who we are and what we do

The RSPB exists to give nature a home. We help our birds, other wildlife and natural places survive and thrive.

On our doorstep are woods and farmland, moors and marshes, cliffs and mountains. They are home to an astonishing array of precious but threatened wildlife. Every species is unique, but they are all connected to one another. And every one of them needs a home to survive.

Sadly, many of our best loved and most iconic species can't find a welcome home here any more. It's our job to change this. A country that's not home to skylarks and puffins, red squirrels and hedgehogs is not a country any of us want to live in.

To protect our threatened birds and other wildlife, we need to protect the places where they live. If we are taking care of nature, we are taking care of ourselves and future generations.

## **The RSPB in a nutshell**

The Royal Society for the Protection of Birds (RSPB):

- Was formed in 1889 to counter the barbaric trade in bird plumes for women's hats
- Has since grown into a world-leading wildlife conservation organization and now speak out for all birds and wildlife, tackling the problems which threaten our environment
- Has over a million members, including more than 200,000 youth members
- Has more than 2,000 active staff members and almost 18,000 volunteers, who donate more than a million hours of their time – that's the equivalent of 600 full-time staff
- Has a NET income available for charitable purposes of £89.3 million
- Has more than 200 nature reserves covering 143,7800 hectares and home to 80% of our rarest or most threatened bird species
- Has a UK headquarters, three national offices and eight regional offices
- Has a network of over 150 local groups and more than 150 youth groups
- Has an impressive global reach, with active projects and capacity building programmes in 26 countries and 10 UK Overseas Territories
- Is the UK partner and leading player, in Birdlife International
- Has the largest charity mail order operation in the UK, and also has the UK's most successful charity credit card

## **Volunteers**

Volunteers founded the RSPB 125 years ago and remain a vitally important part of the organization today; there are approximately nine volunteers for every paid member of staff

Our volunteers bring a unique range of skills and qualities to the RSPB, help stretch our scarce resources and keep us in touch with grass roots.



# Our Strategy, Mission and Cultural Values

## Our Strategy

### **Our vision: a world richer in nature**

Imagine this. Wild birds and other wildlife will no longer be declining. Nature is restored, enriching and sustaining the lives of people as a result. Such a world would guarantee that future generations have clean air and water, a stable climate, abundant and diverse wildlife, and a robust, diverse and sustainable economy.

### **Our long-term purpose: saving nature**

We believe that:

- There is a moral imperative to save nature
- Nature is crucial for peoples quality of life and the planet's life support systems
- Birds are an integral part of the web of life
- We are well placed to stand up for birds and all nature
- The challenge is great, we must work with others to succeed
- We need growing popular support

## Our Mission

### **By 2020...**

Our work is both urgent and important and we need to act now to make a difference. The world's governments have committed to halting biodiversity loss by 2020 and we will challenge them, as well as businesses, civil society and ourselves, to take the steps necessary to reach this goal, and then go further.

## Our Cultural Values

Our cultural values are the way we work with each other and partners:

### **Bold**

We speak out honestly for what we believe in, aiming higher and pushing further for growth. We seek to provide innovative, fun and sociable ways for people to get involved

### **Focused**

We identify where birds and wildlife are most under threat, then act decisively and with commitment to save them and deliver tangible results

### **Supportive**

We support each other and our sector partners in order to flourish, and make sure our supporters receive reward and recognition for their contribution

### **Together**

We work together for the biggest possible impact across the RSPB and with partners across the UK and globally





# What we offer

**The RSPB offer some great benefits to reward and support you while working with us.**

## Pay

We offer a competitive salary to attract and retain great people.

## Flexible Working

We pride ourselves on being a flexible and supportive employer. We realise that our staff have demands on their time outside of work, and are open to requests to work flexibly. There are a range of options to support you such as flexitime, TOIL and parental leave. Depending on the circumstances, up to five paid days a year is offered for unexpected family emergencies, elective medical procedures and compassionate leave.

## Annual leave

Our leave year runs from 1 April to 31 March. When you start you will receive 26 days' holiday, excluding public holidays (four days are taken during the RSPB's Christmas shutdown). This will increase to 28 days after three years' continuous service and 30 days after seven years' continuous service. Leave will be pro-rata for part time staff and where you start part way through the year.

## Pension

The RSPB offers a defined contribution pension scheme to all uk based staff, with a matching employer contribution of up to 7%.

## Life Assurance

All employees age 18 or over and under 75 are automatically covered for death in service benefit. A lump sum of five times basic salary at the date of the employee's death is paid to their beneficiaries or estate.

## Maternity, paternity and adoption leave

To support your family life we have enhanced our legal obligations towards employees. We offer up to 12 weeks full salary to employees going on maternity or adoption leave, and up to two weeks on full salary to employees taking paternity leave.

## Sickness Pay

If you become ill, you are supported by our enhanced Occupational Sick Pay Scheme. Your entitlement is determined by length of service, but can be up to a maximum of 36 weeks for full-time staff. We also work closely with one of the UK's leading occupational health providers, to help you in returning to work.

## Employee Assistance Scheme

All RSPB employees have free access to an Employee Assistance Programme provided by The Validium Group. This service is available 24 hours a day, 365 days a year.

## Staff Association

All employees are eligible to join our staff association. The RSPB set up the Staff Association to independently protect and promote the interests of staff. It is officially recognised by the Management Board and Council and is consulted on many key decisions. The Staff Association also negotiate member discounts on a wide variety of goods and services.

## Learning and Development

The RSPB is committed to supporting all RSPB employees with quality learning and development opportunities. We offer a wide range of learning and development opportunities including our induction process, on-going training and e-learning. We prioritise leadership and management which is key to people motivation and success. Our recent

leadership programmes have received the Institute of Leadership and Management accreditation. The Learning and Development team's focus and aim is to help both you and the organisation to succeed.

### **Volunteering**

All employees are entitled to one extra day of paid leave each year to spend volunteering. This can be for any charity or voluntary organisation - not just the RSPB.

### **Sabbaticals**

After five years' continuous service, and each five years thereafter, all employees are entitled to a 4 week sabbatical. This is a chance to take time out of your busy day-to-day job to do research, volunteer, learn a new skill or travel. Sabbaticals should have specific goals and objectives designed to benefit both you and the RSPB.

### **Childcare Vouchers**

The Childcare Voucher Scheme is open to all employees who are parents or guardians and currently use childcare facilities. Employees can opt to receive part of their salary in childcare vouchers up to a maximum of £243 per month to use with a wide range of childcare providers. The amount received in vouchers is tax free.

### **Green loans**

Employees can apply for an interest-free loan to buy a bicycle or a season ticket.

### **RSPB Nature Reserves and RSPB retail**

Employees can visit any RSPB reserve free and can receive up to 20% off retail items in the RSPB's shops.

### **Relocation**

We are able to offer a limited amount of financial help towards relocation costs for employees, depending on the circumstances. We need the right people in the right place so offer financial help towards relocation costs for employees, depending on the circumstances. Whether you are a home owner or renting, we may be able to offer you assistance.

## **How we expect you to work**

The RSPB has seven key competencies that are important to our organisation's success. We expect all employees to demonstrate the following behaviours in everything that they do:

#### **Direction:**

You ensure you have a clear direction and sense of common purpose that guides what you do and how you approach your work.

#### **Energy:**

You bring energy and urgency to the RSPB to motivate people to do the best they can.

#### **Capability:**

You build your own and other people's capabilities, directly and indirectly.

#### **Relationships:**

You communicate effectively and build productive internal and external relationships

#### **Change:**

You support continuous improvement and change and constantly look for way to do things better.

#### **Advocacy:**

You act as an advocate for the RSPB.

#### **Performance:**

You get things done achieve ambitious goals and the RSPB's aims.



## Environmental Statement

We have a role to play in protecting our environment by being as 'green' as possible. As a conservation organisation, we know a healthy environment is critical for nature and that we need to lead by example. Through our environmental management system (EMAS), we have an Environmental Policy, objectives and targets which prioritises where we can do most. All staff members are asked to respect and adhere to our green principles

## Equality and Diversity at the RSPB

The RSPB is part of a global network that incorporates a diversity of traditions and cultures, and which represents different inheritances, backgrounds, influences, perspectives and experiences. A better understanding of people's differences will help us to appreciate and value everyone's contribution, and recognise that we are all an integral and invaluable part of the RSPB.

Everyone has the right to be treated with consideration and respect. The RSPB is committed to achieving a truly inclusive environment for all, by developing better working relationships that release the full potential, creativity and productivity of each individual, and an atmosphere where everyone can learn, work and live free from prejudice, discrimination, harassment and violence.

The RSPB aims to ensure that all staff, volunteers, partners, clients, contractors, members and the general public are treated fairly. Unless it can be shown to be justified, this will be regardless of sex, sexual orientation, gender re-assignment, marital or civil partnership status, race (including colour, nationality, ethnicity, or national origin), disability, medical status, age, religion or belief, political opinion, social or economic status, or ex-offender status.

## Employment Checks

All offers of employment are made subject to the following criteria:

**Proof of eligibility to work in the UK, Satisfactory Employment Health Check, Two references satisfactory to the RSPB and where required a Satisfactory Criminal Records Bureau Check.**

Applications from candidates requiring a certificate of sponsorship under the UK points-based immigration system will not be considered if there are suitable candidates who do not require sponsorship. This is because employers need to demonstrate that they are unable to recruit a resident worker, before they can recruit a non-resident worker\*.

The resident worker rule does not prevent applicants requiring sponsorship from applying for our vacancies, but such applications should be made on the understanding that they can only be considered subject to the restrictions above.

For further information, please visit the Home Office UK Border Agency website.

*\*This rule does not apply to those applying for roles that require a bachelor, postgraduate degree or postgraduate certificate in education qualification. It is necessary for the qualification to be an essential requirement for the role and the applicant to prove that they possess such a qualification (or have completed a minimum of 12 months study in the UK towards a UK PhD), which is recognised in the UK.*