

Role Profile

Job Title	Senior Conservation Planner
Role Profile Title	Senior Conservation Planner
Department	Policy and Advocacy Team
Location	Wales Headquarters
Reports to	Sustainable Development Manager
Direct Reports (including Volunteers)	Casework Officer Volunteers
Pay Band	This role is Pay Band 9
Closing Date	13 January 2019
Interview Date	22 January 2019
Job Purpose	To provide specialist site conservation 'casework' advice, support and training; to manage engagement on complex cases; and to develop and advocate RSPB policy/ casework positions, to influence government policies and casework outcomes.

Key Result Areas

- ❖ Provide specialist site conservation advice and training to colleagues, for example in relation to RSPB responses to development proposals or to land use or marine plans, including at statutory hearings or public inquiries.
- ❖ Project manage and lead on complex land use planning or other site conservation cases.
- ❖ Develop RSPB site conservation policies and advocate them internally and externally to relevant external stakeholders (including government, business, NGOs).
- ❖ Build and maintain effective relationships with stakeholders in order to develop optimum conditions for successful advocacy of policy or site conservation positions.
- ❖ Ensure RSPB's planning work is communicated effectively to internal contacts to ensure an informed and consistent approach to policy advocacy is taken across the RSPB and senior or specialist staff are brought in at key points. Where line managing staff/volunteers, provide appropriate encouragement, guidance, support and development opportunities.
- ❖ Deliver, and assist and advise on delivery of, RSPB submissions, representations and evidence to planning committee meetings, public inquiries and other relevant statutory processes and procedures.

- ❖ Identify opportunities, working with colleagues in Fundraising and Communications, develop, and deliver media, campaigns and communication materials that further RSPB Cymru policy and advocacy objectives.
- ❖ Develop and deliver discrete projects, internally and with external partners that help further RSPB objectives.
- ❖ Maintain awareness of other relevant internal and external work, particularly by other UK Planning, Conservation Science and Advisory teams, to identify relevant emerging issues that could further RSPB Cymru objectives.
- ❖ Prepare policy reports, consultation responses, briefings and other material to further the RSPB's objectives.

Key Contacts and Working Relationships	
Internal	External

- | | |
|--|---|
| <ul style="list-style-type: none"> ❖ Colleagues, including senior colleagues, who need to be advised/informed and/or consulted on relevant site conservation, planning and policy issues. ❖ Colleagues, including senior colleagues, whose support and engagement are necessary to successfully deliver high quality casework and policy consultation responses. | <ul style="list-style-type: none"> ❖ Developers, planning authorities, local and national politicians, officials in Welsh Government departments and other stakeholders involved in project consents, spatial planning or site conservation in order to influence decision making in line with RSPB Strategy. ❖ Other NGOs and organisations working in the policy area including those with conflicting positions to the RSPB which we would like to positively influence and those with similar or complementary positions who can work in effective partnership with the RSPB to secure shared policy objectives for nature conservation/environmental protection. |
|--|---|

Financial Responsibility

- ❖ This role has sign-off authority for expenditure through, for example, purchase orders.

Essential qualifications

1. Degree or equivalent in environmental or planning subject
2. Chartered member of Royal Town Planning Institute (MRTPI) or other equivalent

Essential knowledge

3. Good knowledge of the Town and Country Planning process or other regulatory process.
4. Good knowledge of environmental issues.
5. Good knowledge of ecology and biology of key species and habitats, and their relationship to land use change.
6. A good understanding of environment/biodiversity policy.
7. Good professional understanding of environmental legislation and its relevance to site conservation regulation and policy, including environmental assessment processes, such as Environmental Impact Assessment, Strategic Environmental Assessment and Habitats Regulations Assessment.

Essential skills

8. Able to analyse complex issues in a fast paced environment.
9. Excellent negotiating and influencing skills (to, for example, advocate RSPB positions to key decision makers and negotiate where necessary common positions with partners and/or 'opposition').
10. Excellent written and verbal communication skills (to, for example, ensure that consultation/casework responses are professional and persuasive, and to engage in debates/discussions in a professional and persuasive manner).
11. Strong time management and organisational skills.
12. Able to prioritise effectively.
13. Able to manage projects effectively.
14. Competent use of Microsoft Office.
15. If line management is part of the role, line management experience.
16. Able to act independently to generate and lead on policy or site conservation positions and project development at a senior level of influence.
17. Confident and capable of being a public face for the RSPB to the media and social media.

Essential experience

18. Substantial professional experience of the Town and Country Planning system, other regulatory system or of working in a relevant policy role.

Desirable qualifications, knowledge, skills and experience

19. Experience of working in the planning system, especially development management and/or public inquiries.
20. Knowledge of Wales's politics and political systems and their relevance conservation issues.
21. A good understanding of the policy areas relevant to this role and associated biodiversity and environmental issues associated with them.
22. IT skills, including an ability to work with data between platforms, including GIS.
23. Educated to post-graduate level in a relevant subject.
24. Experience of campaigns.

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 these competencies in everything that they do. The heading descriptors of the seven competencies are:

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.

In line with these competencies, the following behaviours are essential upon appointment to this particular role and will need to be part of what you do for you to add value to the RSPB:

- ❖ You articulate the RSPB policy and site conservation case positions clearly and in an engaging way.
- ❖ You form and maintain positive relationships with senior external stakeholders and partners.
- ❖ You build and maintain collaborative relationships with a range of internal colleagues, including at senior levels.
- ❖ In co-ordinating RSPB's site conservation and policy work, you focus on RSPB's conservation priorities and encourage everyone to pull in the same direction.
- ❖ You take accountability for delivering site conservation and policy work on time.
- ❖ You are willing to take decisions, which result in successful outcomes in policy and site conservation.
- ❖ You undertake self-reflection and set goals to further personal development and identify new challenges.
- ❖ You share knowledge and ideas with colleagues and encourage others to support change.

Additional Information

- ❖ This role will require occasional travel within the UK.
- ❖ This role will require occasional travel within Europe/overseas.
- ❖ This role will require occasional overnight stays away from home.
- ❖ The RSPB works for a healthy environment for all and we therefore expect you to take action in accordance with our Environmental Policy and objectives. Together we can make a positive difference for our world.
- ❖ In the RSPB, volunteers are a major resource and make a vital contribution to the RSPB's aim to take action for the conservation of wild birds and the environment. Employees are responsible for encouraging, developing and supporting volunteers in their work for the RSPB.