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**Regional Community organiser**

**Introduction**

Warwickshire Wildlife Trust (WWT) is one of the 46 UK Wildlife Trusts. Established in 1970 we are a grass roots organisation governed by 14 trustees elected from a membership of over 29,000 people, 99% of whom live in the county, and supported by 800 active volunteers. We manage 67 nature reserves which total more than 1,000 hectares across Warwickshire, Coventry and Solihull and no one living or working in that area is more than 6 miles from one of these wildlife havens.

As members of the influential network of Wildlife Trusts, we are part of a collective covering the whole of the UK with 870,000 members, 35,000 volunteers, 2,500 staff and 600 trustees, all working together through a central unit, the Royal Society of Wildlife Trusts (TWT). Together we are on a mission to restore a third of the UK’s land and seas for nature by 2030. We believe everyone, everywhere, should have access to nature and the joy and health benefits it brings. Each Wildlife Trust is an independent charity formed by people getting together to make a positive difference for wildlife, climate and future generations. Together we care for 2,300 diverse and beautiful nature reserves and work with others to manage their land for nature, too.

Warwickshire Wildlife Trust has an ambitious new ten-year strategy. By 2030 we want to have put wildlife into recovery by creating more space for nature with more people on nature’s side.

Our members, staff, volunteers, champions, supporters, visitors and advocates are already part of a growing movement of individuals standing up for nature. However, we know though that for the scales to shift further wildlife needs even more people to be acting in support of nature because, while public concern about the environment is at an all-time high, behaviour change is lagging far behind. Science shows that when 25% of people act this is enough to change the minds and behaviour of the majority so we have set ourselves the ambitious target of helping 1 in 4 people in Warwickshire, Coventry and Solihull to take action for wildlife and become part of Team Wilder.

Team Wilder is built on five key principles: nature connectedness, learning and skills, behaviour change, empowerment, action, and movement building. These principles guide our approach to inspiring more people to take action for nature. As part of the Team Wilder directorate, you’ll be at the heart of movement building; bringing people together to create significant change for nature that no one person or institution can solve alone. You’ll be part of creating a powerful, self-organising movement for nature recovery which thrives across Warwickshire, Coventry, and Solihull - driven by volunteer leaders, community-led campaigns, and broad-based coalitions.

**Job description: Regional Community Organiser**

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| **Accountable to:** | Community organising Manager |
| **Location:** | Based at Brandon Marsh Nature Centre, CV3 3GW with agile working. |
| **Salary:** | Grade 2b, £25,353 - £34,694 |
| **Benefits:** | Employers’ pension contribution up to 7% (with 4.5% from employee)  25 days holiday plus bank holidays, rising after 2 years’ service  Access to Electric Vehicle salary sacrifice scheme  Employee Assistance Programme  Death in service benefit equivalent to 3x salary |
| **Liaison with:** | Warwickshire Wildlife Trust staff, volunteers, external partners and public |
| **Responsible for:** | Working alongside volunteers |
| **Hours:** | Full Time, 35 hours per week |

**Job Purpose:**

This role is part of the Wilder Organising team and focuses on building movement infrastructure across under-served or emerging areas of Warwickshire, with a particular emphasis on rural communities, villages, and new localities not yet covered by our place-based organisers. The postholder will organise regionally, with a focus on developing grassroots leadership, activating local groups, and creating the foundations for long-term distributed organising.

**Key Responsibilities:**

1. **Supporting communities to deliver action for nature**
   1. Support local organisers, volunteers, and community leaders to activate and connect diverse groups and coalitions around a shared vision for nature and wildlife.
   2. Identify and engage under-supported or emerging communities across rural Warwickshire and priority localities.
   3. Help build partnerships and collaborations that amplify the voices of local communities and strengthen community-driven action, in support of local and volunteer organisers.
   4. Co-develop and support regional or multi-village networks to act as platforms for connection, collaboration, and shared influence.
   5. Provide mentoring, reflection, and training opportunities to local leaders and volunteers, contributing to wider Team Wilder leadership development pathways.
   6. Deliver training and coaching to volunteer organisers
   7. Contribute to developing resources, toolkits, and guidance for rural organising, community forums, and distributed leadership models.
   8. Provide reflective practice, strategy guidance, and supervision support for place-based volunteer organisers.
   9. Organise events, awards, and recognition schemes to celebrate leadership and impact.
   10. Coordinate and facilitate strategic Team Wilder Forums and cross-community events.
   11. Work in partnership with the Digital Organiser to enable online platforms and peer support spaces that connect rural leaders across geographies.
   12. Contribute to the development and delivery of training, mentoring, and peer learning through the emerging Team Wilder Academy.
2. **Enabling Grassroots Influence and Collective Action**
   1. Support volunteer organisers and community leaders to surface shared concerns and co-design local campaigns, public actions, and placemaking projects that enable people-powered efforts and contribute to long-term systems change.
   2. Facilitate connections between local action and the wider campaign opportunities that align community-led work with regional and national priorities, ensuring local voices and lived experiences inform and influence broader strategy.
   3. Coordinate shared learning, leadership development, and strategic organising efforts across priority places and themes.
   4. Enable groups to explore collective influence through tactics such as petitions, events, accountability meetings, and partnerships with decision-makers — supporting accessible, relational forms of public action.
   5. Collaborate with the wider Team Wilder movement to share insights, amplify grassroots voices, and inform campaign strategies through lived experience.
3. **Communications**
   1. Work with the communications, monitoring and data teams to showcase successes, using digital tools, maps, and GIS storyboards.
   2. Support groups to tell their stories and share their work in accessible ways, working in collaboration with the digital organiser and comms team.
   3. Champion the values and approach of Team Wilder across teams, ensuring movement-building goals are visible, aligned, and community-rooted.
   4. Collaborate with The Wildlife Trusts movement to share learning and strengthen national efforts.
4. **Collaboration and Learning**
   1. Gather insights and data to inform future funding bids for dedicated place-based organisers in areas we don’t yet work in.
   2. Work closely with the wider Team Wilder Organising team to ensure a joined-up approach across localities and organising roles.
   3. Collaborate with the wider Trust (education, wellbeing, volunteering, communications) to connect communities to relevant offers of support.
   4. Share learning from regional and rural work into the wider movement to help shape the future of Team Wilder delivery and organising at scale.
5. **General Responsibilities**
   1. Promote the work, mission and vision of the Trust at all times.
   2. Use every opportunity, commensurate with other duties to contribute to the Trust’s membership recruitment, fundraising and engagement of people.
   3. Work across teams to develop and implement activity plans across the 2030 strategy business plan.
   4. Ensure a high level of customer service in all dealings with the public.
   5. Ensure continuous development of skills and knowledge required for the post, undergoing training and performance review as required by the Trust.
   6. Work within all the policies and procedures of the Trust, ensuring own compliance with the Trust’s health and safety policies and procedures and that of any resources for whom you are responsible.
   7. Work at all times within the Warwickshire Wildlife Trust’s Equal Opportunities Policy and to promote equal opportunities.
   8. Comply with all legal and contractual obligations concerning the responsibilities of your post.
   9. Carry out any other reasonable duties commensurate with the level of responsibility of the post, as requested by the Chief Executive.

**Person Specification**

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| **Experience** | **Essential** | **Desirable** |
| Proven track record in community organising. | ✓ |  |
| Ability to develop and implement long-term organising plans that align with the broader movement goals. | ✓ |  |
| Engaging, building trust and relationships in the community and supporting and motivating a wide range of people to get involved. | ✓ |  |
| Experience in identifying, mentoring, and coaching volunteer leaders. | ✓ |  |
| Experience running workshops, delivering training, or supporting group learning in any setting | ✓ |  |
| Experienced in cross-team collaboration | ✓ |  |
| Using social media, community media, or creative tools to raise awareness, celebrate successes, or share stories to build a movement. |  | ✓ |
| Experienced IT user, especially of MS Office suite | ✓ |  |
| Good understanding of health and safety in the workplace, GDPR and safeguarding procedures. | ✓ |  |
| **Knowledge** | **Essential** | **Desirable** |
| An understanding of the role of civil society and social movements in driving political, social and economic change | ✓ |  |
| A strong understanding of relational engagement and leadership development. | ✓ |  |
| Understanding of wildlife, nature conservation and environmental issues in the UK. |  | ✓ |
| **Skills** | **Essential** | **Desirable** |
| Understanding of Movement Building Comms: Strong content creation skills. | ✓ |  |
| Strong interpersonal and communication skills, with demonstrable experience of building and managing relationships with a diverse range of partners and allies |  |  |
| Strong analytical skills, with experience in using data to inform strategy and measure the impact of organising efforts. |  | ✓ |
| Ability to juggle different priorities, work flexibly, and stay organised in a dynamic role. | ✓ |  |
| A strong listener - able to hold space, build trust, and remain non-judgmental in diverse communities. | ✓ |  |
| **Personal qualities** | **Essential** | **Desirable** |
| Comfortable with uncertainty, adaptive in how you work, and creative in how you respond to challenges. | ✓ |  |
| Confident in approaching and engaging a wide range of people in informal and formal settings. | ✓ |  |
| A commitment to equality, diversity, and inclusion. | ✓ |  |
| Committed to learning and unlearning, including around equity, inclusion, and power. | ✓ |  |

**GENERAL INFORMATION FOR THE POST**

**Warwickshire Wildlife Trust**

Further information can be found on our web site: [www.warwickshirewildlifetrust.org.uk](http://www.warwickshirewildlifetrust.org.uk)

**Selection and Assessment**

The candidates who appear to best meet the person specification will be invited to attend for interview. We recommend that applicants pay particular attention to demonstrating how they meet the person specification on the application form.

The assessment will consist of an interview designed to give candidates an opportunity to demonstrate their skills and suitability for the post. Details will be sent to short-listed candidates.

Interviews on Tuesday 7th October 2025 at Brandon Marsh Nature Centre, Brandon Lane, Coventry, CV3 3GW.

**Appointment**

All our offers of employment are made, subject to some pre-employment checks including: Satisfactory references, checks on eligibility to work in the United Kingdom, Checks on relevant certificates. Due to the anticipated level of contact with children or other vulnerable members of society involved with this role, a satisfactory Criminal Records Bureau/Independent Safeguarding Authority check is required.

**Salary**

Your salary will be based on your skills, knowledge and experience. You will be paid monthly in arrears by credit transfer to a bank or building society account.

**Location**

This post will be based at the Trust’s offices at Brandon Marsh Nature Centre and may be required to work at other Trust or non-Trust sites from time to time. The role will involve some lone working. The role is not suitable for home working under the Trust’s agile working policy.

**Hours of Work**

Our employees work a 35-hour week (full time). In view of Warwickshire Wildlife Trust’s work, employees can be called upon from time to time to work a reasonable period outside of the set hours. No overtime will be payable but a flexi time policy is in place.

**Holiday Entitlement**

Our holiday year runs from January to December. Full time employees get 25 days holiday per year plus bank holidays. For permanent members of staff this increases to 27 days after 2 years and 28 days after 5.

**Pension**

You will be automatically enrolled in the Warwickshire Wildlife Trust Stakeholder Pension Scheme if you meet the eligibility criteria, though you may opt out. The employee contributes 4.5% of salary and the Trust as the employer contributes a further 7% to the scheme.

**Notice**

If you choose to leave the Trust, you will be required to give one months’ notice.

**Equal Opportunities**

Warwickshire Wildlife Trust is committed to equal opportunities and appoints on merit. We welcome applicants from all sections of society regardless of gender, sexual orientation, race, disability, marital status, age and religion, perceived community background or political beliefs.

**CVs**

Please be advised that CV's cannot be accepted on their own and will not be considered if submitted without a completed application form. A completed Warwickshire Wildlife Trust application form only will be accepted.

**Responding to Applications**

Thank you for showing an interest in this job and for taking the time to apply. Unfortunately, due to administration costs, we regret that only short-listed candidates will be contacted. If you have not heard from us within four weeks of the closing date then please assume that your application has been unsuccessful on this occasion.

*The purpose of this information is solely to provide prospective candidates with details relating to the post. It may not be construed as an offer of employment, nor does it form part of the contract of employment or the role profile.*