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**Wilder Digital 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, the Digital Team Wilder Organiser is a key organising role focused on using digital tools and strategies to organise, empower, and mobilise supporters for nature recovery across Warwickshire, Coventry, and Solihull. You will help build a people powered digital infrastructure that supports nature recovery across Warwickshire, Coventry, and Solihull - fuelled by empowered digital leaders, distributed organising, and strong integration between online and offline action.

**Job description: Wilder Digital 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 general public |
| **Responsible for:** | Working alongside volunteers |
| **Hours:** | Full Time, 35 hours per week |

**Job Purpose:**

The Wilder Digital Organiser will play a key role in building the digital foundations of our people-powered movement for nature’s recovery across Warwickshire, Coventry, and Solihull. Working as part of the organising team, this role will support individuals and communities to take action online through digital organising, relational engagement, and distributed leadership.

This is not a traditional digital organising or communications role. It’s about using digital tools to connect people, grow local networks, and support communities to lead. The Digital Wilder Organiser will work alongside our team of organisers and community leaders to create inclusive, localised digital spaces and support pathways into action. From developing peer support groups to training digital leaders and supporting movement infrastructure, this role helps make participation scalable and accessible.

**Key Responsibilities:**

1. **Organising Digital Communities and Leaders**
   1. Develop and deliver a digital organising strategy that aligns with Team Wilder’s broader movement-building and community organising goals
   2. Identify and reach out to people via digital platforms and groups (e.g. local Facebook groups, WhatsApp, digital forums) and build relationships through digital 1:1s
   3. Support, co-create, and strengthen peer-led online groups and leaders through guidance, strategy, and training
   4. Recruit and coach digital volunteers, organisers, and thematic leaders (e.g. wildlife gardeners, nature friendly places, community led campaigners)
   5. Provide digital organising resources and support to help individuals and groups take collective action
   6. Deliver digital skills workshops and peer learning spaces for volunteers, organisers, and community groups
   7. Coordinate digital storytelling that emerges from grassroots action, feeding it into the wider movement
2. **Building Local and Thematic Digital Infrastructure**
   1. Co-develop and support local digital spaces e.g. Wilder Coventry, Wilder Leamington, and Wilder Nuneaton
   2. Create and manage a shared digital space for the Team Wilder movement to enable peer connection, storytelling, and grassroots coordination.
   3. Help organisers and volunteers manage and develop their own local digital platforms
   4. Work with the wider team to embed digital approaches across key campaigns and forums
   5. Identify and trial tools and templates for scalable participation, such as online pledges, micro-actions, and interactive resources
3. **Movement Building and Collaboration**
   1. Collaborate with our place-based and broad-based organising and enabling teams to align digital activity with offline organising efforts
   2. Contribute to the development and delivery of digital organising training and resources through the Team Wilder Academy, creating a scalable training offer for community leaders and volunteers.
   3. Share digital insights to support the development of grassroots-friendly strategies across the wider trust
   4. Contribute to the development of a scalable and inclusive digital presence for Team Wilder, supporting national movement alignment
   5. Collaborate with the Comms and Marketing Team on shared priorities, including surfacing stories from the movement and shaping future strategy
   6. Use data segmentation to build email journeys for people interested in community organising
4. **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** |
| Experience of digital organising and movement building | ✓ |  |
| Strong background in using digital techniques to develop online communities and build a movement | ✓ |  |
| Ability to develop and implement long-term digital organising plans that align with the broader movement goals. | ✓ |  |
| 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 | ✓ |  |
| 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 | ✓ |  |
| **Skills** | **Essential** | **Desirable** |
| 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. | ✓ |  |
| **Personal qualities** | **Essential** | **Desirable** |
| 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 Thursday 9th 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 CVs 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.*