



giving
nature
a home

Nature is in trouble – be part of the solution

Director of Science,
£72,830 - £81,467 per annum

Introduction



Hello, and thank you for your interest in the role of Director of Science for the RSPB .

The RSPB is the largest nature conservation charity in Europe providing solutions to the climate and ecological emergency. We take effective action to keep common species common, recover threatened species, protect and restore wild places and connect people to nature.

We operate in the four countries of the UK, on the 14 UK Overseas Territories, the African-Eurasian flyway and globally where the need is great and where we believe we can make a tangible contribution. We have impact by working with and through partners including BirdLife International.

In this period of enormous political, economic, social, environmental and technological change, we are seeking a talented leader to help inspire a world richer in nature.

We are looking for a new Director of Science to lead the RSPB's Centre for Conservation Science.

If you feel you have the energy, expertise and experience we would love to hear from you.

Martin Harper, Executive Director Global Conservation

About the role

Job Purpose

To lead the RSPB's scientific programme (both natural and social science) in all four countries of the UK and overseas, ensuring scientific objectives are aligned with RSPB's strategy and designed to have real-world impact.

Key challenges

The Covid-19 pandemic has brought into sharp focus the consequences of what happens when we do not respect nature exposing ourselves to new diseases and further harm. It has also highlighted the importance of connecting with nature to lift our spirits. Climate change, the massive loss of species across the world and a global pandemic remind us that we are part of nature and that we must actively work to prevent, slow and repair the damage we are doing.

Given the RSPB's role in finding solutions to 21st century conservation challenges, the new Director of Science will help us:

- have the biggest bang for our finite conservation science buck while remaining aligned to RSPB strategy
 - develop a plan to attract, retain and nurture the best scientific talent
 - enhance our international reputation for the quality and applicability of our science
- ensure all our work is underpinned by the best available evidence

For more information about the RSPB's Centre for Conservation Science, please visit www.rspb.org.uk/our-work/conservation/centre-for-conservation-science/

Please also refer to the job role profile.



About the role

The new Director of Science will:

- Be responsible for maintaining and growing the RSPB's high scientific reputation
- Maintain a personal scientific output in an area(s) of strategic importance to the RSPB
- Be an active member of the Global Conservation Leadership Team
- Help build science capacity, especially with BirdLife International partners and enhance global conservation.
- Ensure that RSPB's science is both outcome driven and cost-effective, including timely evaluation of results.
- Be responsible for the RSPB's science budget (several £m annually).
- Ensure that substantial external sources of funding are secured.
- Ensure that RSPB's work is underpinned by the best available evidence.
- Ensure efficient systems to make smart decisions.
- Be responsible for the smooth running of RSPB's (Animal Welfare) Ethics Advisory Committee and Human Ethics Committee.
- Contribute to the development of the RSPB's strategy



About you

In addition to having a love of the natural world and a deep commitment to its conservation, you will be an inspiring leader, able to engender commitment, enthusiasm and dynamism across a geographically distributed team of scientists and support staff

You will:

Have substantial experience of leading a large team of scientists, particularly those engaged in applied, impactful conservation science, and proven experience of managing a large science budget

Leadership skills required to work across a large organisation, ensuring that scientific integrity is core to its activities

Have a deep knowledge of the natural or social sciences, and sufficient knowledge of both, to know how best to balance resources across these disciplines to support conservation.

Have a comprehensive knowledge of the skill sets (e.g. field, laboratory, technical, analytical, writing, leadership) required by RSPB's scientists to meet the RSPB's needs

Have a broad knowledge of current issues in conservation policy and practice, nationally and internationally, and of how science can inform them

Have an understanding of the importance of communicating scientific outputs both to an academic and general audience, and will champion science comms to their team

Have an established national or international scientific reputation, preferably in the fields of ornithology, environment, ecology or conservation, and an outstanding track record of scientific publication in internationally recognised journals and hold a PhD in a relevant subject

The RSPB's values

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.

About the RSPB

Working together with our partners and local communities, we are focused on helping birds, other wildlife and natural places survive and thrive.

Homes for nature

Our nature reserves are at the heart of what we do. We have over 200 across the UK – special places for everyone to get closer to nature and home to 80% of the UK's rarest or more threatened bird species.

Nature reserves work best when they connect with wild spaces and habitats in the wider landscape. That's why we'll be working to make bigger, better, more joined-up homes for nature. From now until 2030, we'll be focusing on some ambitious plans and targets – working together with you and our partners to collectively change the fate of nature.

Our purpose is to save nature, and our vision is a world richer in nature.

Working locally

Some species, such as puffins and turtle doves, are suffering a dramatic downturn in numbers. We are determined to tackle such threats to nature and through a combination of research, partnership working, landscape-scale conservation and policy work, we target our help to nurture their recovery.

We're proud of our role in the State of Nature report – a UK-wide stock-take of how nature is doing – and together with the other 49 organisations involved, we will be a powerful partnership to react to the threats it identified.

Working globally

Nature knows no borders and we work globally to save nature. We are a leading player in BirdLife International, a partnership of conservation organisations working to save nature across the world. We continue to work to protect the interests of long-distance migratory birds here and abroad, and to work in the UK overseas territories, recognising the UK's unique responsibility for the wildlife they support.

Working together

We believe that we can achieve the best for wildlife when we work together and people feel empowered to look after nature. We're proud to be involved in a wealth of successful partnerships, from our innovative collaborations to restore habitat for wildlife through to efforts to nurture a love of nature in children.

Crucially we recognise the importance of our volunteers, supporters and all those we hope to inspire to save nature. Nature needs all our efforts and we will continue our work to enable and empower everybody to enjoy and protect nature.

Why work for us?

It takes skill and dedication to save nature and we offer some great benefits to reward, support and retain our people.

Rewarding you

- A competitive salary
- Pension contribution match up to 7%
- Enhanced occupational sick pay
- Life assurance equivalent to five times your salary
- 26 days annual leave excluding bank holidays (four days taken at RSPB Christmas shut-down), and rising to 30 days after seven years' service
- Enhanced maternity, paternity and adoption leave

Valuing you

- Flexible working
- Four-week sabbatical every five years
- Free entry to RSPB nature reserves
- 20% discount in RSPB retail and catering outlets
- An extra day of paid leave to volunteer for any charity or voluntary organisation

Supporting you

- "Time to Change" employer, with a team of trained in-house mental health first aiders
- Quality career, learning and development opportunities
- Assistance Programme for employees and volunteers
- Staff Association to promote staff interests
- Green loans available to buy season tickets and bicycles
- Support with relocation costs, depending on circumstances

For more detail on what we offer please visit:
rspb.org.uk/vacancies

One team for nature

We believe our work makes a real difference to the world we live in. It takes a great team to save nature: one that reflects the diverse communities in which we work, and with a wide range of skills to make it happen.

We are committed to creating a workplace which is truly inclusive and where equality of opportunity exists at all levels. For more information about equality and diversity at the RSPB, please visit: rspb.org.uk/vacancies

Next steps



You'll find all the application details at rspb.org.uk/vacancies

The closing date for applications is **5 June 2020**.

We are expecting a lot of interest in this role so to give yourself the best chance of being shortlisted, it's important that you do more than tell us what you have done in the past. We want to know how you have applied your skills, knowledge and experience and how this will help you succeed in the role. Recruiting the right people is important to the RSPB, so if you have questions please contact me directly about this exciting opportunity:

martin.harper@rspb.org.uk

We will be reviewing applications week commencing **8 June 2020**, and if you are shortlisted, we'll invite you to interview on **23 June 2020**.

Please be aware, depending on Covid-19 restrictions at the time, it is likely the selection process, including interview, will be held remotely via Microsoft Teams.