

Senior Policy Manager

About us

Our vision is for nature and people to thrive in a world inspired by ecology.

The British Ecological Society (BES) was the first ecology society to be established anywhere in the world. We are now one of the biggest scientific societies for ecologists, with a membership of over 7,000 across 125 countries.

We foster the study of ecology and support the ecology community at all stages of their careers through our journals, meetings, grants, and education and policy work

The successful candidate will become part of a wider staff team seeking to excite and inspire our various audiences in ecology at a time when our science has never been more relevant.

About you

We are looking for a confident, big picture policy expert to work alongside the Director of Policy & Communications and lead our ambitious policy team to deliver impact. You will take evidence from the field and lab to the heart of governments across the UK, influencing change through science.

You will play a key role in the team's direction and have demonstrable leadership and communication experience. You will support your team to ensure that the best ecological evidence underpins government environmental policy and legislation across the devolved nations, resulting in better outcomes for biodiversity.

Candidates will need to show that they are self-motivated and organised with demonstrable knowledge of environmental policy and strong decision-making and analytical skills.



About the role

Reporting to our Director of Policy and Communications, the Senior Policy Manager will:

- Identify key areas of policy focus where the Society is uniquely able to add value to national conversations around biodiversity and climate.
- Help identify and convene key stakeholders from the ecological community, including academics, eNGOs, policy makers, funders, and landowners and managers, to discuss, debate and coalesce around recommendations.
- Oversee our policy reports at both a national and UK level, working with authors and contributors to deliver publications that move a debate on and are resonant to their audiences.
- Organise events for ecological and policy audiences, independently and in partnership with other organisations, to foster knowledge exchange and collaboration.
- Track legislation and policies at the devolved, national and international levels and identify opportunities for Society input and influence
- Direct the work of Policy Officers to deliver the Society's policy strategic aims and objectives, and work collaboratively with the Policy Committee.

Applicants must have the right to live and work in the UK. Successful applicants will need to provide evidence that they have the right to live and work in the UK. The BES is unable to provide visa sponsorship and unable to hire anyone living outside the UK.



Equality and Diversity

We recognise the value in having a diverse workforce, as well as the importance of creating equal opportunities for all. We welcome and encourage applications from people of all backgrounds. We select candidates based on how well they meet the criteria for the role and are committed to ensuring that applicants are treated fairly throughout the recruitment process.

More information regarding Diversity at the BES can be found [here](#) and our Equality and Diversity work can be found [here](#).



BES Staff Benefits

- 25 days annual leave (+1 each year up to a total of 30 days), plus bank holidays and additional festive leave between Christmas and New Year
- Wellbeing programme with regular activities
- Employee Assistant Programme
- Salary sacrifice pension (Employer contribution of 8% and additional individual contribution available)
- Generous training budget (after probation)
- Cycle to work scheme (after probation)
- Season ticket loan

Hybrid Working

BES staff are based at least 3 days per week at our office near Old Street in London. We endeavour to make our new custom-designed office a relaxed environment, with a casual dress-code, ping-pong table, Nespresso machine, and regular social activities.

In July 2023 we launched an exciting trial of the '4-day Work Week', available to all interested full-time staff. Further details can be discussed at the interview stage for successfully shortlisted candidates.

Further information and to apply

Contract: Full-time, permanent

Salary: £48,000 per annum

Working pattern: Full-time 35hrs Mon-Fri (working hours during events are subject to requirement) | We are currently running a trial of the 4-day work week; staff can opt to work 32hrs over 4 days each week at no loss of salary

Location: Hybrid | We ask that staff spend at least 60% of their time at our London office

Closing date: 9:00am, 1st May 2024

Interview date: 9th May 2024

How to apply

To apply for this vacancy, please click the green button 'Apply for this job' via our recruitment portal to submit:

- Your CV - no more than 2x A4 sides detailing your education, training and work history, as well as any relevant key skills
- A covering letter - no more than 1x A4 side explaining why you wish to undertake this role at the BES
- Your Equality and Diversity information - this voluntary information helps us to assess the diversity of our recruitment and further improve recruitment processes in future. It has no bearing on the success of your application and is not considering as part of the shortlisting process.

