JOB DESCRIPTION

TITLE: Equality, Diversity & Inclusion Officer [maternity cover] for Wildlife and Countryside Link

CONTRACT: This is a part-time maternity cover, 1 or 2 days a week

SALARY: £37,000 FTE

BASED: Hybrid - Home-working/London office based

REPORTING TO: Director of Policy and Advocacy

APPLICATIONS TO: recruitment@wcl.org.uk

APPLICATION DEADLINE: Wednesday 9th December 2026.

Interviews: online w/c 14 December

We need to make sure that anyone can be part of the mission to restore nature.

The environment sector is committed to improving equality, diversity and inclusion in our movement.

This part-time role will be responsible for coordinating Wildlife & Countryside Link's thriving EDI working group, comprising leaders from across the environment sector. It will also play an important role in supporting the development of a multi-organisation project to provide new paid roles and progression support to diversity the sector.

We are looking for someone with great people skills, great organisational skills, a commitment to inclusion and a commitment to nature.

KEY RESPONSIBILITIES:

- Play a pivotal role in coordinating Equality, Diversity and Inclusion work for 99 environment charities.
- Support organisations in the implementation of WCL's Routemap for Ethnic Diversity in the environment sector.
- Represent and support Wildlife & Countryside Link in plans to develop a new collaborative internship and support programme to diversify the sector.
- Support WCL in its own development as an organisation committed to equality, diversity and inclusion, including by supporting the development of policies and advocacy positions that prioritise equitable access to a healthy natural environment as well as supporting Wildlife and Countryside Link in developing internal, ambitious EDI policies and processes.

	Essential	Desirable
Experience and skills	• Experience in developing and implementing equality, diversity and inclusion policy and practice. • Aptitude for coalition-building and diplomacy with the ability to manage a range of views and to lead development of policy prioritisation and positions. • Excellent organisation skills or proven project management skills.	• Experience working across a range of organisations to improve equality, diversity and inclusion. • Knowledge of environmental policy.
Personal disposition	• Commitment to environmental improvement, public access to nature and nature conservation and improving equality, inclusion and diversity across the sector. • Committed to cooperative working, leading by example and supporting and motivating other staff • Self-motivated but also a good team-player • Considerate and respectful of others • Enjoys working independently, within a small team • Resilient under pressure and the ability to manage competing workloads and prioritise tasks	• Established networks in the environment movement and/or stakeholders working on social and environmental justice issues.

The role may require some travel and possible overnight stays at conferences and occasional evening meetings.

In order for the organisation to work effectively, you may be required to assist with other areas of work and therefore you should be prepared to undertake other duties appropriate to the post and any other reasonable duties required.

Find out more about Wildlife and Countryside Link, our 99 members, our campaigns and media work at www.wcl.org.uk and at (@WCL_News) / Twitter

November 2026