HEAD OF POLICY AND INFLUENCING

REWILDING BRITAIN



INTRODUCTION

Imagine a Britain where nature is restored across 30% of our land and sea - where thriving, self-sustaining ecosystems reconnect us with the living world, revitalise local economies, and build resilience against climate breakdown.

Since 2015, Rewilding Britain has spearheaded a movement that has begun shifting rewilding from a niche idea into a national priority. We aren't just advocating for incremental policy tweaks; we are catalysing systemic change and tangible action.

Grounded in scientific rigor, radical hope, and practitioner experience, we test daring ideas in the wild and bring diverse voices together across landscapes, seascapes, coastlines, and causes. We work with agility, courage, and deep curiosity - questioning the status quo, shifting power dynamics, and demonstrating what's possible when people and nature thrive together.

Our culture is open, collaborative and grounded in trust. We work across places and disciplines, bringing different perspectives together and creating the space to think creatively, test ideas and learn from our shared experiences

We are at a pivotal point to deliver our highly ambitious Wild By Nature strategy. This role will be central to how we fund this ambition.



Kevin Cumming
Rewilding Director
Rewilding Britain



Rebecca Wrigley
Chief Executive
Rewilding Britain



ABOUT US

Rewilding is one of the most powerful ways to restore nature, address climate breakdown, and create thriving communities. Rewilding Britain is helping create a wilder Britain for nature, climate and people. We're inspiring a movement of rewilders across Britain's land and seas – a groundswell of hope, so that together we can ensure a wilder, nature-rich future that benefits us all.

OUR VISION

Our vision is to see rewilding flourishing across Britain, reconnecting us with the natural world, sustaining communities and tackling the climate and ecological crises.

OUR AMBITION

Our 2030 ambition is to see a massive upscaling of rewilding, supporting a rich and diverse mosaic of habitats and species across 30% of Britain's land and seas. This will allow nature to flourish while delivering significant ecological, economic and social benefits for and with people and communities.



We inspire people across Britain, including decision-makers, to unite and take positive action for a wilder world.

OUR VALUES

How we do things as an organisation is just as important as what we do. Rooted in who we are, our values flow through everything we do, from the smallest act to the biggest ambition.



Together, our team has developed a set of values that capture our culture and will guide our future.

TRANSFORMATIVE

We're inspired by the resilience and complexity of nature, working with creativity and purpose to catalyse systemic change and shift the way people relate to the living world.

COURAGEOUS

We lead with bravery, hope and respect, challenging convention to uncover new possibilities at nature's scale. We move with agility, unafraid to tread new ground – from peatlands to policy rooms.

CURIOUS

We're open-minded and playful in our approach, welcoming diverse perspectives, exploring daring ideas, and finding equitable rewilding solutions in a complex and changing world.

COLLABORATIVE

We create space for people to come together, across landscapes, coastlines and causes. We connect ideas, people and efforts so that rewilding can take root and thrive.

CREDIBLE

We ground our work in evidence and insight, act with integrity and transparency, and share what works. We test ideas in the wild, learning and adapting as we go.

OUR STRATEGY

Our long-term aim is to see 30% of Britain's land and seas rewilding, guided by local community, culture and context. That's why the 2030 objectives in our *Wild by Nature* strategy take a systems change approach.



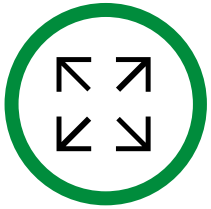
NORMALISE REWILDING

Rewilding is embraced in the public narrative as an inspiring, viable and productive use of 30% of the land and seas that has people and communities at its heart.



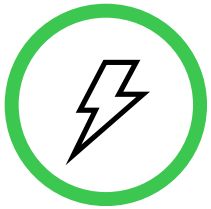
ENABLE REWILDING

Rewilding is embedded in mainstream policy, legislation, funding, research and technology, driving a transition towards 30% rewilding of land and seas across Britain.



SCALE UP REWILDING

A diverse portfolio of large-scale land and marine rewilding initiatives demonstrate the viability and ecological, economic and social benefits of rewilding – providing inspiration and evidence that influences others.



INNOVATE REWILDING

A growing and diverse network of rewilding changemakers drives innovation, shares learning, and demonstrates the potential and viability of rewilding, creating ecological connectivity across land, seas and urban spaces



STRENGTHEN OUR FOUNDATIONS

Rewilding Britain is an inspiring, collaborative and inclusive organisation with the governance, income and culture that enables our people to deliver with energy, expertise and enjoyment.

WHAT WE'RE LOOKING FOR

JOB PURPOSE

Are you a driven, strategic change-maker who sees the bigger picture, understands how real power shifts, and knows how to turn bold ideas into political and societal action?

Reporting to the Rewilding Director, we are looking for a Head of Policy and Influencing to lead our national influencing strategy across Britain and its devolved governments. In a role that is both strategic and operational, you will manage a team of four high-performing, agile and skilled policy professionals, focused not just on traditional lobbying, but on systems transformation, breaking down the policy, cultural, and financial barriers currently holding rewilding back.

Whether your background is in movement building, strategic campaigning, innovative policy delivery, or systemic advocacy, your working style will bring an energetic, relationship-first approach to uniting political decision-makers, rewilding practitioners, communities, and allies. This role is about unlocking systemic shifts with courage, credibility, and collaborative energy.

OBJECTIVES OF THE ROLE

Drive systems transformation: Lead the vision and delivery of Rewilding Britain's UK and devolved governments advocacy and public affairs work, embedding a systemic lens across UK and devolved government contexts..

Integrate strategic impact: With a focus on delivering the Power objectives of our Wild By Nature strategy, you will weave this seamlessly across and with both the Practice and Public elements of the strategy ensuring that real-world evidence directly shapes policy, and policy accelerates real-world change.

Nurture high trust relationships: Lead the building of authentic, strategic partnerships across political spectrums, government departments, devolved alliances, and land/marine networks.

Lead with purpose and culture: Model Rewilding Britain's values and behaviours as part of the Extended Leadership Team, nurturing a supportive, agile, and high-performing team culture.

RESPONSIBILITIES

STRATEGIC ADVOCACY AND SYSTEMS LEADERSHIP

- Develop, iterate, and deliver an agile, proactive influencing strategy aligned with Rewilding Britain's 2030 strategy and deliverable across the three nations distinct contexts and cultures.
- Focus on identifying systemic levers and high-impact policy interventions that unlock rewilding at scale across land and sea.
- Represent Rewilding Britain within strategic national alliances, high-level coalitions, and government taskforces.
- Oversee the Power budget, resource allocation, and commissioning of impactful research reports and papers.

POLITICAL INFLUENCING AND PUBLIC AFFAIRS

- With your team, build long-term, high-trust relationships with ministers, parliamentarians, civil servants, political advisers, and devolved government bodies.
- Lead high-level engagement across the UK Government, Scottish Government, and Welsh Government, serving also as a key active participant in the Scottish and Welsh Rewilding Alliances.
- Work with the team to identify political windows of opportunity to influence emerging legislation, subsidies, funding mechanisms, and environmental policy frameworks.

EVIDENCE-BASED AND PRACTITIONER-LED POLICY

- Ensure that emerging scientific evidence, economic data, and community stories are harnessed and used as the foundation for compelling policy solutions.
- Establish internal processes for transforming practitioner experiences into compelling advocacy stories and ensuring that the experiences of Rewilding Network members shape our organisational priorities.
- Oversee the production of concise, inspiring policy briefs, consultation responses, and parliamentary briefings.

CROSS-ORGANISATIONAL AND TEAM LEADERSHIP

- Support and empower the influencing team to flourish, maintaining an adaptive and collaborative working environment.
- Work across functional teams (Public and Practice) to ensure joined-up delivery and shared learning.
- Represent Rewilding Britain at key external conferences, rallies, fundraising, media opportunities, and stakeholder events.

BEING A 'HEAD OF' AT REWILDING BRITAIN

As a highly collaborative team, we know we are at our most effective when leadership is distributed and individuals and teams are empowered to make decisions and take action.

Making and acting on decisions shouldn't be driven by hierarchy or control in an organisation that emulates a living system. Our 'Heads of' act as a bridge between our big-picture strategy and our day-to-day operational execution.

As part of our Extended Leadership Team, 'Heads of', together with our Senior Leadership Team, enable agility and nimble action, supporting individuals and teams to have confidence in and ownership of the decisions they make. Alongside their individual role description, all 'Heads of' have the following responsibilities:

STRATEGIC LEADERSHIP AND VISION

- Strategy Development: In line with our systems thinking approach, define and execute the long-term vision, strategy, and roadmap for your area of responsibility.
- Resource Allocation: Manage annual budget planning and delivery for your area of responsibility, aligning your resources to our priorities.
- Extended Leadership Team: Play an active role in our Extended Leadership Team (Senior Leadership Team and Heads of), preparing for, contributing to, and leading on strategic discussions to enable collaborative decisions that move us towards achieving our ambition.

TEAM ENABLING AND PEOPLE LEADERSHIP

- Values Integration: Be an active exemplar of Rewilding Britain's values (Transformative, Courageous, Curious, Collaborative, Credible), embedding them into day-to-day activities, decisions, and culture.
- Team Leadership and Support: Lead, line-manage, and support your team in their area(s) of expertise, fostering a high performing, collaborative culture.
- Cross-Organisational Working: Embrace Rewilding Britain's collaborative, cross-organisation approach to organising our work, ensure your area of responsibility and team members engage in this approach to delivery.
- Performance Review: Agree clear annual objectives and personal development plans for your team members and regularly review through 1-2-1s and formal performance reviews.



BEING A ‘HEAD OF’ AT REWILDING BRITAIN

OPERATIONAL DELIVERY AND SYSTEMIC INFLUENCE

- **Catalytic Delivery:** Oversee high-impact projects ensuring key milestones are delivered with agility and ambition, on time and within budget.
- **Community and Partner Engagement:** We enhance our impact through identifying and nurturing partnerships wherever possible. Embrace open-mindedness and welcome diverse perspectives to build and nurture strong, equitable relationships across a diverse group of partners and funders relevant to your area of responsibility, working with them to achieve our strategic objectives.
- **Evidence and Evaluation:** Engage with our Impact Framework, establishing key metrics to demonstrate impact, regularly reporting outcomes as part of our reporting cycle.
- **Risk and Compliance Management:** Engage with our Opportunity and Risk Framework, enabling your area of responsibility to maximise opportunities whilst stewarding resources and proactively mitigating risks
- **Learning and Improvement:** Practice reflection and learning, identifying with your team shifts, improvements and emerging best practices to drive innovation and great decisions.



SKILLS AND EXPERIENCE

ESSENTIAL

Strategic and systems thinking: Proven track record in designing and delivering strategic advocacy, campaigning, or policy initiatives that address root causes rather than symptoms.

Relational influence: Exceptional relationship-building skills with a demonstrated ability to foster trust, find common ground, and influence diverse stakeholders across political and sector divides.

Team leadership and development: Experience leading and supporting high-performing individuals or teams in an empowering, collaborative manner.

Policy and political nuance: Understanding of UK and devolved government political mechanics, legislative processes, and policy drivers across land, sea, climate, or nature ecosystems.

Agility and adaptation: Ability to navigate complexity, respond rapidly to political windows of opportunity, and pivot strategies based on learning and feedback.

DESIRABLE

- Direct experience working within or alongside nature restoration, land management, agriculture, or marine conservation sectors.

- Experience working across multi-stakeholder coalitions or national alliances (e.g. Scottish/Welsh Rewilding Alliances, Wildlife and Countryside Link, Climate Coalition etc).

.



Our away days bring staff and trustees together, often at a rewilding project, to inspire, build relationships and plan for the future.

BEHAVIOURS

LIVING OUR VALUES

We seek candidates who engage with our values and can demonstrate how they would put them into practice as part of our team. Specifically for this role, we are seeking candidates who are:

- **Transformative:** You think beyond incremental change, seeking creative, boundary-pushing ideas to shift power and transform systems.
- **Courageous:** You lead with bravery and hope, challenging conventional norms with diplomacy, composure, and confidence.
- **Curious:** You are open-minded, playful in problem-solving, and actively seek diverse perspectives to build equitable solutions.
- **Collaborative:** You create psychological safety for your team and open space for allies across landscapes, causes, and sectors to achieve collective impact.
- **Credible:** You lead with integrity, root arguments in solid evidence and real-world practice, and deliver with rigor and accountability.



TERMS AND CONDITIONS AND STAFF BENEFITS

TERMS AND CONDITIONS

- Working Pattern: 35 hours per week (Full Time) with flexible working arrangements.
- Salary: £53,302 per annum.
- Location: Home-based (virtual team across Britain).
- Travel: Travel across Britain for face-to-face team gatherings, stakeholder meetings, and networking events (with some overnight stays), subsidised by Rewilding Britain.

BENEFITS

We pride ourselves on our friendly, inclusive culture where everyone's ideas and perspectives are welcomed and valued across the organisation. You'll be part of a passionate, purpose-driven organisation, working collaboratively to restore nature across Britain and create a more resilient future for both people and wildlife.

We offer a comprehensive benefits package designed to support your wellbeing, flexibility, and professional development, including:

Compensation:

- Generous pension contribution of 4% matched, which can be increased to 6% matched by request.
- We benchmark our salaries on a regular basis to ensure we offer fair and competitive remuneration.

Leave and flexibility:

- 25 days of annual leave, rising to 30 days over 5 years
- Flexible working arrangements

Work environment:

- We are a virtual team who work from home. We will support you to achieve a suitable virtual working environment.
- We also offer access to regional co-working spaces to enable regular co-working and in person team meet ups.

Health and wellbeing:

- Subsidised eye tests and glasses if required for display screen equipment
- Access to our Employee Assistance Programme to support wellbeing
- Access to a range of health and wellbeing discounts through the wellbeing scheme provided by our insurers.

Learning and development:

- A comprehensive Learning and Development programme tailored to individual and organisation-wide needs, supported by a protected budget.

APPLICATIONS

HOW TO APPLY

To apply, we require:

1. Your CV and a cover letter (max 3 pages in total)
2. Completion of our equal opportunities monitoring form. Rewilding Britain is committed to promoting equality, diversity, and inclusion in our recruitment. Monitoring helps us better understand who applies for our roles and ensure our hiring process is fair and accessible for everyone. Our team will immediately separate your submission from your application, the hiring panel will never see your answers, and they will have no impact on your application.
3. A two-page response to this question:

As a systems change organisation we are interested in work that leads to transformational change. Can you outline a time where a conventional approach to change wasn't working. How did you identify this? How did you then lead work towards a transformational change?

Please send your application to **jobs@rewildingbritain.org.uk** by **9am on 4 December 2026**. If you decide to submit your task as a short video, please provide a link where we can view it for the duration of the process. We will not download and store your video.

- 1st stage interviews: Held online via Zoom on **15 December 2026**.
- For candidates that pass this stage, an in person second interview will be held on **6 January 2027** with the location to be confirmed with the candidates.

Our commitments

- Equality and Inclusion: Candidates will be shortlisted solely on suitability for the post without regard to age, disability, gender reassignment, marriage/civil partnership, pregnancy, race, religion or belief, sex, or sexual orientation.
- Transparency and AI: We actively screen for content that is AI-generated. While we acknowledge the benefits of AI, human beings review and shortlist every application. Please be transparent if you use AI tools during your application journey.
- Right to Work: Candidates must have a valid Right to Work in the UK.

THINK BIG.
ACT WILD.

Thank you for your interest in becoming our new Head of Policy and Influencing.

REWILDING BRITAIN

November 2026 © Rewilding Britain Rewilding Britain is a charitable incorporated organisation registered in England & Wales (no. 1159373), and Scotland (no. SCO45685). Registered office: The Courtyard, Shoreham Road, Upper Beeding, Steyning, West Sussex BN44 3TN

Cover: Lynx © Piotr Krzeslak/Adobe Stock
Page 2: Glen Affric © James Shooter
Page 3: Restore Nature Now march © Alex Lester
Page 4: Oyster release © Seawilding
Page 8: Overgrowth © Michael Bannister / Chapel Farm Group
Page 9: Wild Haweswater © Alex Hyde
Page 10: Rewilding Britain © Katherine Gulika
Page 11: Network Gathering / Alex Hyde