



## JOB DESCRIPTION

# STRATEGY DEVELOPMENT MANAGER



SAVING SPECIES FROM EXTINCTION | [WWW.DURRELL.ORG](http://WWW.DURRELL.ORG)

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**REGISTERED COMPANY NUMBER** 6448493 **REGISTERED OFFICE** c/o Intertrust Corporate Services (UK) Limited, 1 Bartholomew Lane, London, EC2N 2AX

# INTRODUCTION TO DURRELL

Durrell Wildlife Conservation Trust is an international charity working to save species from extinction. Headquartered in Jersey in the Channel Islands, Durrell focuses on the most threatened species in the most threatened places.

Established by author and conservationist, Gerald Durrell, in 1959, Durrell delivers its conservation mission through our three integrated core areas of operation:



**A centre of excellence  
in animal husbandry,  
research, training and  
education**



**Training future  
conservation practitioners  
and monitoring and  
evaluating conservation  
science which underpins  
all Durrell activities**



**Conservation action  
where it is needed most**

With a track record of 60 years, Durrell leads some of the world's longest running and most successful species and habitat recovery programmes. The quality of our work is equally as important as how we deliver it. Our values, underpin how we approach our work and the work environment we create.

# OUR VALUES

## PURPOSEFUL

We are clear on why we do what we do, are connected as an organisation, we understand and demonstrate enabling / delivery, we are passionate about what we do and work tirelessly to achieve it.

## ACCOUNTABLE

We are accountable for our actions; we act with integrity and always have the best interests of the Trust at heart. We take it upon ourselves to update our knowledge and deliver excellence, and our ethics are of the utmost importance.

## SUPPORTIVE

We develop and encourage our staff, we work as a team, work well with other departments and trust and respect each other. We promote a learning culture, treat people fairly, encourage diversity in the workplace, and value the opinions and views of others.



# JOB PURPOSE

To coordinate in the development of Durrell's post-2025 institutional strategy and assist in the review of Durrell's *Rewild Our World* Strategy which comes to an end in 2025. The strategy will reflect the DNA and legacy of the Trust whilst maximising our potential impact and future proofing Durrell's approach to conservation, following a strategy development process outlined by the Senior Management Team. Working closely with Durrell's Senior Management Team, and enabling contributions from all of Durrell's staff, the post-holder will deliver several key strategy review and development steps, in collaboration with various teams from the Mission Delivery and Mission Enabling Teams in Jersey, the UK and our field programmes around the world. The strategy development process will require the facilitation of a large number of workshops over the duration of this contract and the post-holder will ensure the process is truly collaborative.

## STRATEGY DEVELOPMENT MANAGER

### DEPARTMENT

Conservation Knowledge

### CONTRACT

Fixed-term (2 years)  
Full Time (35 hours per week)

### REPORTS TO

Director of Conservation  
Knowledge and Durrell's Senior  
Management Team  
as required

### LOCATION

UK (office or remote) and  
regular travel to Jersey



# KEY RESPONSIBILITIES

- Coordinating a review of Durrell's *Rewild Our World* Strategy through the facilitation of workshops with all staff members, and contribute to the Impact Review in collaboration with the Conservation Impact Team.
- Leading a departmental and organisational SWOT process to understand what works and what doesn't in Durrell's current strategy and working processes.
- Lead an opportunities review process in line with criteria established by SMT.
- Develop a headline strategy, in collaboration with SMT, including inter-departmental working practices and a vision for Durrell's post-2025 work programme which reflects our DNA and legacy but is fit for the future.
- Facilitate individual departmental strategy development and operationalisation workshops to ensure Durrell is well equipped to deliver a progressive and impactful strategy post-2025.
- Alongside the Conservation Impact and Science Team, assist in the development of SMART institutional goals, and departmental KPIs to track the progress towards delivery, and impact, of the post-2025 strategy.
- Support the Communications team in the development of a communications plan for both the impact report and post-2025 strategy.
- Provide regular feedback to SMT, and the Board of Trustees on outcomes of the various strategy development steps and guide decision making processes.

## Additional Responsibilities

- Assist the Conservation Impact Team in reviewing global best practice in adaptive management for conservation to ensure Durrell has robust processes which enable the delivery of our post-2025 strategy in a dynamic world.
- Represent Durrell at national and international conservation meetings, as required, to publicise our Impact review and post-2025 strategy.



# KNOWLEDGE, SKILL AND ABILITY

## Required

- An MSc in conservation, or a related field, or equivalent conservation management experience;
- At least 5 years experience working in international wildlife conservation;
- A clear in-depth knowledge of international wildlife conservation, including current and future challenges, and the role of conservation zoos;
- Experience in facilitating multi-stakeholder workshops and in building consensus;
- Capable of planning and prioritising individual workload, working within agreed timeframes and juggling multiple work streams;
- Experience of impact measurement in conservation;
- Excellent interpersonal skills;
- Excellent report writing and communication skills;
- Conservation project management experience and knowledge of modern adaptive management tools;
- Experience of working sensitively in other cultures;
- Ability to distil large quantities of complex information into easily digestible reviews for non-expert audiences
- Critical and strategic thinking skills.

## Desirable

- Experience in the development of strategy for conservation programmes or institutions;
- Experience in developing infographics.





## BEHAVIOURS AND VALUES

- Ability to work sensitively across multiple departments with people from a range of backgrounds;
- Passion for conservation and a clear commitment to the restoration of global biodiversity;
- Capable of showing initiative whilst remaining within agreed procedures and processes.