

Size of Wales Director

Location: Size of Wales, Temple of Peace, Cardiff.

Responsible to: Board of Trustees

Reporting to: Chair of Board of Trustees

Salary: Up to £40,000 pa plus benefits

About Size of Wales

www.sizeofwales.org.uk

Size of Wales is a growing, ambitious international charity focused on mitigating climate change through rainforest protection and reforestation. We provide match-funding to community conservation projects in Africa and South America and carry out education programmes and awareness-raising campaigns in Wales.

Size of Wales was established in 2009 and is headquartered in Cardiff. We receive funding from The Waterloo Foundation, the Welsh Government, Cardiff Metropolitan University and other trusts/foundations. We are also supported by schools, businesses and many individuals.

We currently fund projects with a combined land area of almost 4 million hectares, or nearly twice the 'size of Wales', but we want to do better. Our programme of school visits and events now reaches around 5,000 primary and secondary pupils in Wales each year.

The burning issue

Tropical forests absorb a fifth of man-made CO₂ emissions and forests store up to 100 times more carbon than agricultural land of the same area. Continuing and relentless forest destruction through clearing and burning not only damages this system severely but also releases huge amounts of CO₂. Deforestation accounts for more CO₂ emissions than the entire world's transport combined.

About a billion of the world's poorest people rely on forests for their livelihoods and protection. Furthermore, rainforests are some of the earth's last remaining wilderness areas and are strongholds of bio-diversity supporting over 50% of terrestrial species.

Yet, each year, an area of rainforest equivalent to *six times the size of Wales* (13 million hectares), is destroyed. Further population growth means an increased demand for food and natural resources and, without action, this will lead to even more rainforest destruction - with potentially devastating effects for everyone.

Size of Wales' response

Our response to this global issue has been to work with international partners (such as WWF, FFP and FFI) to support communities to preserve their locally-threatened tropical forests. Indigenous people are vital stewards of global rainforests and working closely with them is at the heart of what we do.

By concentrating on protecting a geographic area of tropical forest, Size of Wales provides a simple formula to link first world communities to forests and forest communities in developing countries. This also provides a focus for fund-raising - allowing donors to visualise the collective impact they are having - and for our education and public awareness campaigns. This concept can be applied anywhere but has been pioneered very successfully in Wales, where it is key to engaging and mobilising Welsh civil society to address the issues of man-made climate change.

The Role of Director

The Director will be responsible for developing and implementing an ambitious, strategic three year programme that will:

- Deepen and widen Size of Wales' contribution to mitigating climate change
- Secure significant new sources of funding to allow a steady expansion of our work
- Develop our network of international project partners working to sustain forests in tropical regions
- Increase our contribution to education within Wales (and potentially beyond)
- Develop means by which civil society in Wales can engage more deeply with Size projects
- Communicate the critical role of tropical forests in mitigating climate change

The Director will also be responsible for day-to-day management of the Size of Wales charity and Limited Company as well as the staff team. (S)he will:

- Line manage staff and consultants
- Report to and support the Board of Trustees
- Manage relationships with, and report to, all funders
- Prepare and submit monthly and annual reports, and accounts including reports to the Charity Commission
- Manage and keep records of finances, budgets and cash flow
- Manage HR responsibilities

The team reporting to the Director currently includes a support officer (full-time), assistant director of fundraising (part-time) and education programme coordinator (part-time); consultants include a financial controller, a fund-raiser and a website manager. Size of Wales also has a strong group of regular volunteers

The Successful Candidate

We are looking for candidates with the following experience, skills and attributes.

Essential

- Understanding of the nature of the tropical forests, the issues of their conservation and reforestation and of the local challenges and opportunities, especially in sub-Saharan Africa and Latin America
- Understanding of the scientific issues relating to climate change including opportunities for valuable new research
- Significant experience in leading, developing and delivering large scale complex projects and managing budgets.
- Experience of developing and implementing monitoring and evaluation frameworks
- Significant experience in corporate and trust fundraising
- Good communications and presentation skills
- Good interpersonal and consensus-building skills
- Experience managing small teams and involving volunteers
- Flexibility and ability to manage and prioritise work without close supervision

Desirable

- Academic qualifications in a relevant field
- Fluency in written and spoken Welsh
- Excellent IT skills with proven competence in Microsoft Office, Dropbox and Google Drive.
- Experience of using CRM systems (for example HubSpot).

Contract details

- Salary – £35,000 to £40,000 dependent on experience; subject to annual review
- Contract duration – Three years to 31st March 2020, subject to annual review and with potential to extend, funding dependent. There will be a 3-month probationary period.
- Hours – This is a full-time position of 40 hours per week. There will occasionally be a requirement to work evenings and weekends. We operate a flexible hours working policy.
- Pension – Size of Wales offers a 6% pension contribution.
- Annual leave – 30 days including bank holidays.
- Closing date – 12pm April 10th
- Interview date – April 25th

Applications by letter and supporting CV to joinus@sizeofwales.org.uk (please put 'Director, Size of Wales, [your name]' in the subject line.)