

Advocacy and Outreach Officer

Contract Details

Salary: £28,737 FTE (£17,242 pro rata) plus expenses and travel costs. Size of Wales is a Living Wage employer.

Location: Wales / hybrid working with a requirement of working at the central Cardiff office at least once a month and attending regular meetings and events, predominantly in Cardiff / South Wales. Flexible working and TOIL policies in place.

Contract type: Permanent, office-based (with hybrid working in practice).

Hours: Part time 0.6 (24 hours a week including lunch breaks). Seldom but occasional evening and weekend work may be required. Size of Wales has a flexible working and TOIL policy.

Pension: Size of Wales offers a 6% pension contribution

Annual leave: 22 days plus bank holidays (pro rata) rising to 27 days plus bank holidays (pro rata) after one year

Application deadline: 9am on Monday 6th October 2025

About Size of Wales

www.sizeofwales.org.uk

Size of Wales is a charity that is making Wales part of the global solution to climate change. For decades, the “size of Wales” was used as a unit of measurement for the destruction of our most precious natural habitats. Since 2010, we have brought our nation together to turn this on its head.

Together, we

1. Work with Indigenous and local communities worldwide to grow millions of trees and protect at least 2 million hectares of tropical forests - an area the size of Wales.
2. Educate and inspire people in Wales, especially young people, to recognise the critical role tropical forests play in tackling the climate and nature emergency and how we must support Indigenous and local communities to protect the climate, biodiversity, and livelihoods.

3. Campaign to drive policy change and call for Wales to become the world's first Deforestation Free Nation to protect tropical forests overseas.

Our vision is to help create a future where forest communities can thrive alongside healthy tropical forests - to make our nation part of the solution rather than a measure of the problem.

Find out more about the culture we are committed to nurturing at Size of Wales by reading our [Guiding Principles here](#). These inform the ways we interact, the decisions we make and the work we do.

The Role

Reporting to the Policy Manager, this role will be responsible for the day-to-day implementation of Size of Wales' policy and advocacy outreach activities. These activities focus on Size of Wales' campaign to make Wales a "deforestation free nation" – moving Wales towards eliminating imported deforestation from our economy. Tropical forests are being cleared to produce commodities such as beef, soy, palm oil, coffee, timber and cacao. The deforestation economy is all around us. It is in the food we eat, the products we buy, and in our pension pots. Size of Wales' campaign encourages public bodies, businesses, community groups and individuals in Wales to commit to taking steps to eliminate imported deforestation from their supply chains, thereby showing that Wales can lead the way on this issue, toward a more sustainable future.

The role involves:

- Supporting the Policy Manager and policy team in delivering all aspects of our policy and advocacy work
- Undertaking research, and preparing toolkits and practical templates for use by a range of actors including Welsh Government, public bodies, businesses, and schools.
- Initiating and nurturing relationships and partnerships with decision makers at local and national level, public bodies, businesses, farmers, community groups and wider stakeholders to engage them on our policy asks and on climate change more broadly
- Creating inspiring resources for Size of Wales to use to engage the public on our policy and advocacy work and preparing content for the Size of Wales website and other communications such as social media, the newsletter, presentations, events and campaigns

- Updating the Deforestation Free Campaign section of Size of Wales' website using WordPress
- Delivering talks, presentations and training to raise awareness and inspire action
- Supporting businesses on their deforestation free journey
- Responding to Welsh Government and other public consultations relevant to the deforestation free nation policy work
- Supporting the Deputy Director, Policy Manager to organise and facilitate advocacy meetings, events and workshops
- Staying up to date with relevant developments in climate change and forest risk commodities
- Supporting the Deputy Director and Policy Manager in monitoring and evaluating the impact of our advocacy work
- Supporting the Deputy Director and Policy Manager in securing funding for the deforestation free nation campaign.

The role does not currently involve line management of staff.

Selection Criteria

Minimum criteria for interview selection is 60% of the Selection Criteria.

Please see the Selection Criteria Assessment Table for details.

- A strong understanding of and passion for environmental sustainability
- Experience of working on successful programmes of advocacy, campaigns and/or community outreach work, preferably in Wales
- Strategic and creative thinker with the ability to spot opportunities and take advantage of opportunities
- Ability to research and collate evidence, form opinions and present compelling arguments, including making complex issues accessible to others
- Experience of organising advocacy and engagement events/webinars
- Experience or understanding of relevant thematic topics such as (i) ethical procurement practices (ii) ethical pensions (iii) forest-risk commodities and drivers of deforestation
- Excellent communicator, especially in writing
- Good interpersonal skills, including the ability to represent Size of Wales at events and establish and nurture strong external partnerships
- Good teamwork skills, able to build and nurture good relationships with colleagues
- Good organisational skills, including the ability to manage and prioritise

own work and work without close supervision, and manage projects where appropriate.

- Strong IT and digital skills, including Microsoft Office, Google Workspace and Canva.
- Experience of supporting monitoring, evaluating, learning and reporting activities to donors.
- Willingness to embody equity, diversity and inclusion principles

Training will be provided to ensure that all candidates feel supported in their role and progress in their career development. Welsh language training will be offered to support learning if necessary. IT training in WordPress and other essential software will also be offered.

Travel across Wales will be required.

Safeguarding

Size of Wales, and all its staff and volunteers, are committed to ensuring a safe environment for children, young people and vulnerable adults and to prevent their physical, sexual or emotional abuse. Size of Wales is committed to acting at all times in the best interests of children and vulnerable adults, seeing these interests as paramount. Any candidate offered a job with Size of Wales will be expected to agree to and adhere to Size of Wales' Safeguarding policy and Code of Conduct.

Equity, Diversity and Inclusion

In 2020, we took steps to become an antiracist organisation and are working towards a new antiracism action plan and policy. Size of Wales is dedicated to nurturing an inclusive environment where employees can bring their full selves to work.

Size of Wales is particularly keen to receive applications from people from an ethnically diverse background and people living with a disability. These are characteristics and identities that are currently underrepresented at Size of Wales. Furthermore, the work we do challenges modern day colonialism and discriminatory power structures that are prevalent in society and global solidarity work. Our work centres marginalised people's voices and aims to remove barriers and increase access within the climate crisis. Having people with these identities and characteristics join the team would be invaluable and Size of Wales would become a better organisation because of this.