

Size of Wales

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

Summary of the role

Size of Wales is looking to recruit an Advocacy and Outreach Officer for our Deforestation Free Nation Campaign.

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.

Training will be provided to ensure all candidates feel supported in their role and progress in terms of their career while at Size.

It is essential that all employees embody Equity, Diversity and Inclusion (EDI) principles into all elements of their work.

About Size of Wales

Size of Wales is a charity that is making Wales part of the global solution to climate change. 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.

Size of Wales is particularly keen to receive applications from people from an ethnically diverse background and disabled people. 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 peoples' 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.

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.

HOW TO APPLY

We have implemented an entirely new and inclusive recruitment process to remove barriers and unconscious bias. This includes the option to apply via written or verbal application; Recruitment Administrators who anonymise applications for the selection panel; and an opt-in Guaranteed Interview Scheme (GIS) for people from ethnically diverse backgrounds and disabled people.

- 1) Please have a good read of the following documents:
 - *Application Form*
 - *Equal Opportunities Monitoring Form*
 - *Job Description including Selection Criteria*
 - *Guaranteed Interview Scheme*
 - *Selection Criteria Assessment Table*
- 2) Send your completed written or recorded applications to the Recruitment Administrator team, via email to recruitment@sizeofwales.org.uk by 9am on Monday 6th October 2025. Please do not send a CV.
- 3) If you choose to make your application via audio recording, please contact the Recruitment Administrators if you require guidance. Otherwise, please record yourself responding to all questions on the application form.

We welcome applications in Welsh. Please note that we will use a translation service to translate Welsh applications into English.

If there is another way you would like to submit your application, please contact the Recruitment Administrator team. We will make the application process accessible to everyone.

- 4) If you have any questions about the application process or the role itself, please contact the Recruitment Administrator team on recruitment@sizeofwales.org.uk. The Recruitment Administrators are

independent of the interview panel so this will not affect your application.

- 5) If you have been shortlisted for an interview, including if you are eligible through the Guaranteed Interview Scheme, you will be contacted by the Recruitment Administrators on or by 9th October 2025. They will arrange an interview on 20 or 21st October 2025. You will also receive information about the interview format, the panel, a selection of the interview questions, and a task to prepare. Unfortunately, we cannot inform those who were not selected for an interview this time.
- 6) Interviews will take place in person at the Temple of Peace, or online via Zoom if you prefer. Interviews will take place on 20 or 21st October 2025 and a decision will be made by the 23rd October 2025.