



# Action for Nature Community Organiser Coventry

Recruitment information



**Warwickshire**  
Wildlife Trust

## About Warwickshire Wildlife Trust

Warwickshire Wildlife Trust is one of the 46 UK Wildlife Trusts.

Established in 1970, we are a grass roots organisation governed by 14 trustees elected from a membership of 26,000 people, 99% of whom live in the county, and supported by 700 active volunteers. We manage an estate covering 1,000 hectares in Warwickshire, Coventry and Solihull and no one living or working in that area is more than 6 miles from one of our 67 nature reserves.

As members of the influential network of Wildlife Trusts, we are part of a collective covering the whole of the UK with 870,000 members, 32,500 volunteers, 2,500 staff and 600 trustees, all working together through a central unit, the Royal Society of Wildlife Trusts (TWT). Together we are on a mission to restore a third of the UK's land and seas for nature by 2030.

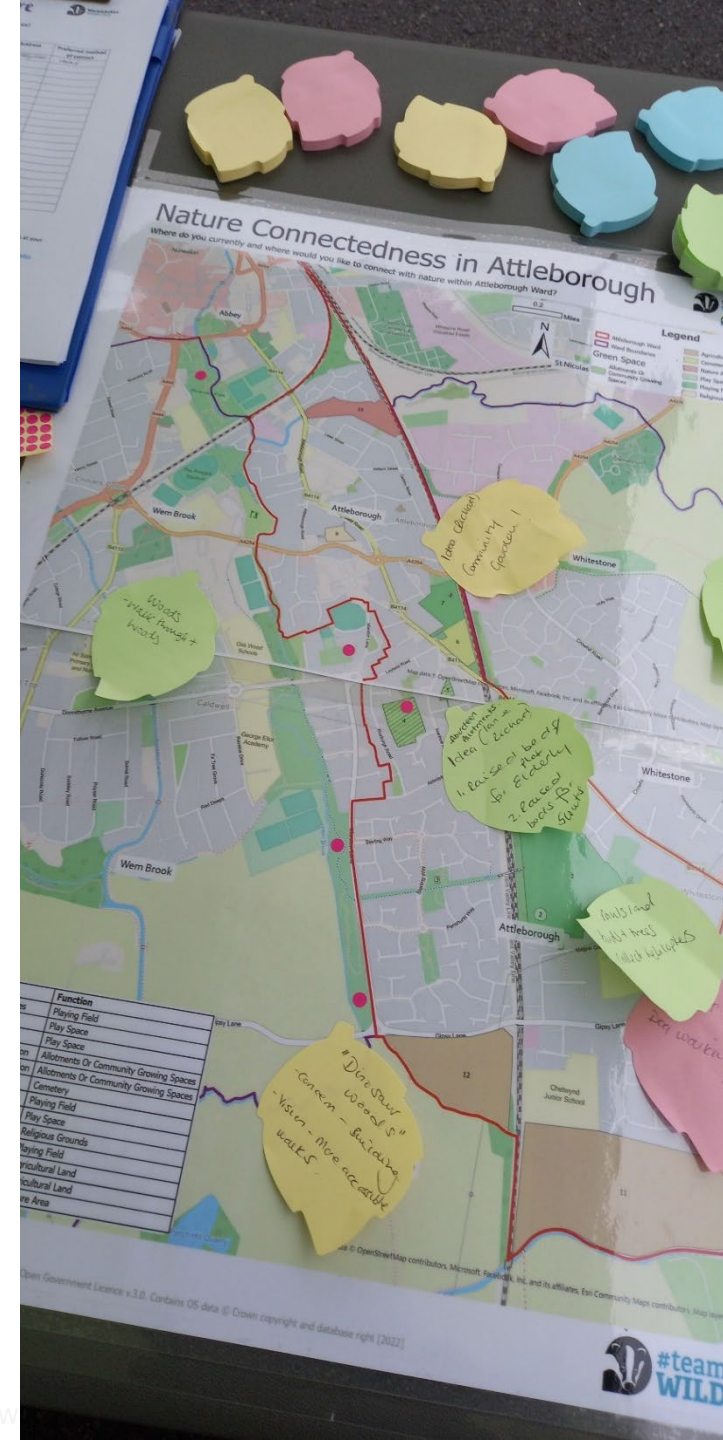
We believe everyone, everywhere, should have access to nature and the joy and health benefits it brings. Each Wildlife Trust is an independent charity formed by people getting together to make a positive difference for wildlife, climate and future generations. Together we care for 2,300 diverse and beautiful nature reserves and work with others to manage their land for nature, too.

At Warwickshire Wildlife Trust, we also believe that real change happens from the ground up. That's why our **#TeamWilder** movement is all about helping communities take action where they live, empowering people to lead nature recovery in their own streets, neighbourhoods, and green spaces.



## Warwickshire Wildlife Trust is an ambitious organisation

- We seek to learn from experience and embrace new ideas. We are driven by our shared passion for nature and support each other to be the best we can.
- We strive to communicate and collaborate well, representing the Trust in a friendly, professional, and well-informed manner.
- We work in partnership to deliver effective, high-quality work which maximises reach and impact for WWT and its partners.
- We are a digitally-enabled organisation and embrace digital technologies and innovations to support, streamline and increase the Trust's activity & impact.
- We are committed to ensuring that everyone, including those from historically excluded communities has a voice in shaping the future of nature. We are actively working to understand and remove barriers to participation so that we can more equitably work with communities who have been traditionally underrepresented in the conservation and environmental sectors.



## You will help fulfil our vision of a wilder Warwickshire

Warwickshire Wildlife Trust has an ambitious new ten-year strategy. By 2030 we want to have put wildlife into recovery by creating more space for nature with more people on nature's side. As part of the Action for Nature team, you'll be at the heart of local communities, working directly with people to build power and drive change. You will be embedded in a community, meeting people and understanding their relationship and connection to the environment, and support them to take meaningful action for nature. Whether it's **knocking on doors, having deep conversations in community spaces, or supporting local leaders to step forward**, you'll be helping to create a movement that truly represents the people of Coventry.

## Place-Based Organising: Working Deeply in Communities

This role is deeply place-based, meaning you will spend the majority of your time embedded within a specific locality, actively engaging with residents, community leaders, and local groups. This is not a desk-based or traditional outreach role, it is about being visible, trusted, and present within communities.

Your day-to-day work will involve door-knocking, street listening, attending local events, and being part of the fabric of the community. By working at the hyperlocal level, you will help residents build their own leadership skills, create local networks and take ownership of actions that benefit both people and nature. This approach ensures that change is led by communities themselves.



## As part of a small but busy team, you'll be expected to:

- Be embedded in a local community, engaging people directly on their doorsteps, in cafés, at community centres, and through everyday interactions. You will focus on deep relationship-building, ensuring that voices from underrepresented and marginalised groups are at the heart of nature recovery efforts.
- Take a grassroots, door-to-door approach to community organising. You will spend time immersed in a neighbourhood, knocking on doors, meeting people in shared spaces and building trust-based relationships. Your focus will be on understanding what matters most to local people and supporting them in leading their own action for nature.
- Support individuals and groups to take action, co-developing plans that improve local spaces for people and wildlife.
- Encourage people to take leadership roles, helping them build confidence and develop organising skills.
- Work with local leaders, organisations, and community networks to build partnerships that amplify the voices of underrepresented communities and support community-driven action.
- Create a culture of possibility, where people believe they can create long-term, sustainable change.



# Our approach to Community Organising

## From Listening to Action: The Community Organisers Framework

Our organisers follow a structured framework to ensure deep engagement and long-term impact. This guides the work of the organiser, ensuring that people feel listened to, supported and empowered.

- **Reach:** Meet people where they are - on doorsteps, cafés, community events and in local networks.
- **Listen:** Engage in deep, 1:1 conversations to understand people's experiences, hopes, and barriers.
- **Connect:** Bring people together around shared concerns, building trust and relationships.
- **Organise:** Support residents to form local groups, campaign teams, and networks for action.
- **Leadership:** Develop community leadership, mentoring individuals to step up and take ownership.
- **Strategy:** Help communities set clear, achievable goals and action plans.
- **Action:** Support public actions, campaigns, and projects that help nature thrive.
- **Change:** Work alongside communities to create long-term transformational change - from behaviour change and better access to nature to influencing policy and local decision making.
- **Power:** Help communities build collective power so they can influence decisions, challenge systems and have a stronger voice in shaping their future.



## Specific skills, experience and attributes

Our ideal candidate is someone that is passionate about people and communities and has experience working at neighbourhood level, in a grassroots community or organising setting.

You do not need to have formal experience as a Community Organiser, what matters most is your ability to build trust, listen deeply, and support people in taking action. We value lived experience, community knowledge, and transferable skills. If you've been part of a movement, supported a cause, or helped people come together in your area - that's community organising too!

We are looking for someone who is confident engaging with a wide range of people and is passionate about nature, wildlife and the environment (even if you are not an expert but care about making a difference).

### **To succeed in this role, you'll also need to be:**

- Passionate about working with communities to create change
- Able to listen without judgment and build trust through empathy, respect and genuine curiosity.
- Able to engage with people with different life experiences, priorities, beliefs and backgrounds.
- Comfortable with uncertainty and complexity.
- Self-motivated and proactive with a collaborative mindset.
- Comfortable with feedback and reflection as part of ongoing personal and professional development.
- Committed to equity, inclusion and social justice, with an openness to unlearning and learning as part of the role.

We are particularly interested in hearing from candidates who have experience working with underrepresented communities and marginalised groups.



## What we offer

### Training, Support, and Long-Term Development

We are committed to ensuring that every Community Organiser is fully supported, mentored, and are continuously developing their skills.

As part of this role, you will receive:

- Regular coaching and supervision to help you reflect on and improve your organising work.
- Training in community organising, movement building, and grassroots leadership.
- Peer learning opportunities, working alongside other community organisers across Warwickshire, Coventry, and Solihull.
- Access to national training and best practice from The Wildlife Trusts, Community Organisers Ltd and wider community organising networks.

This role is an opportunity to develop as a leader in community-led change, building skills in listening, organising strategy, and empowerment that will benefit both you and the communities you work with.





## Job specification

**Accountable to:** Action for Nature Manager

**Location:** This is a place-based role, requiring frequent time spent in local communities in Coventry. For any desk-based activity - a mixture of working from home, our offices or a base in the community.

**Salary:** Grade 2b, £25,353 - £34,694

### Benefits:

Employers' pension contribution up to 6% (with 4.5% from employee)

25 days holiday plus bank holidays per year

Access to Electric Vehicle salary sacrifice scheme

Employee Assistance Programme

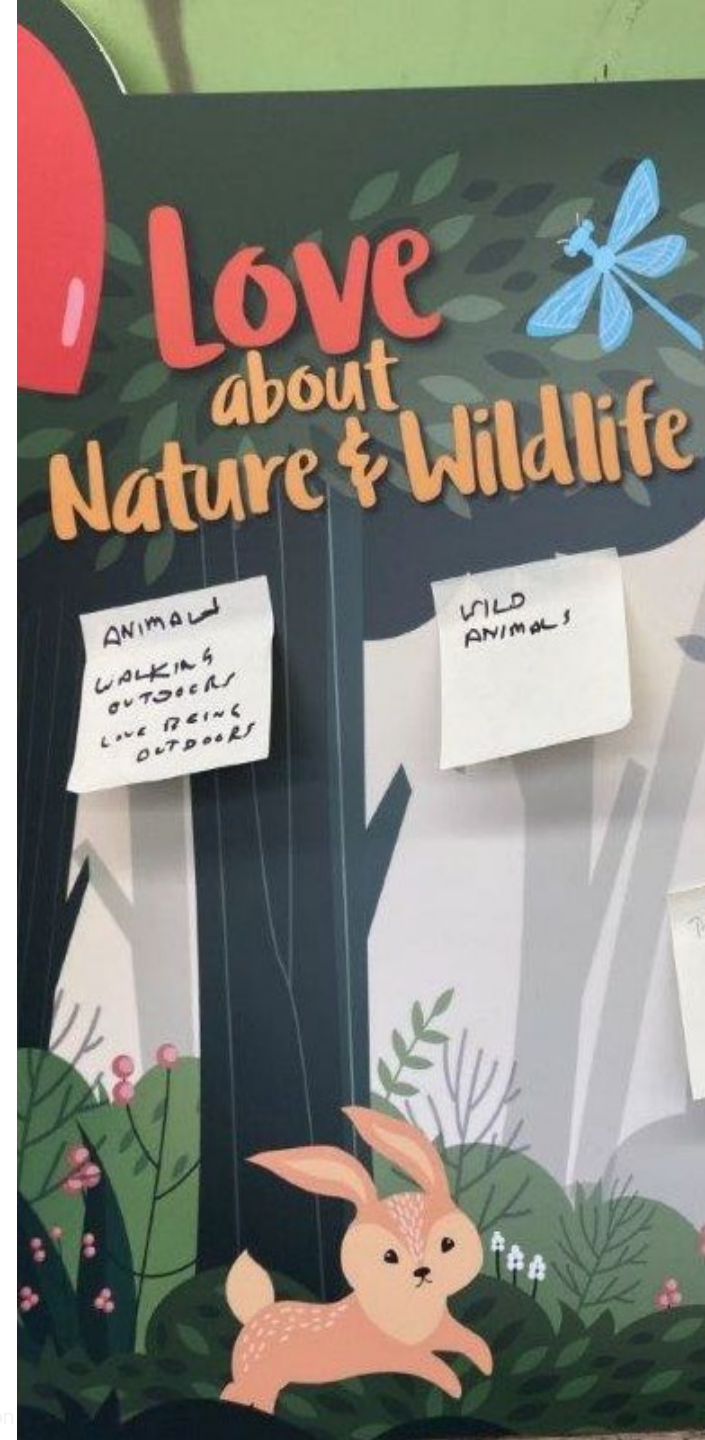
Death in service benefit equivalent to 3x salary

**Responsible for:** Volunteers, Community Leaders and Champions.

**Liaison with:** Community groups, local authority partners, etc.

**Hours:** Full time, 35 hours - This role involves working flexibly, including some evenings and weekends to ensure that you are engaging with communities at times that work best for them.

**Contract:** Permanent



## How to Apply

To help you show us your strengths, we encourage you to use the following headings when completing the “Knowledge, Skills, Experience and Personal Qualities” section of the application form. Please consider these headings in your response where possible, it makes it easier for us to understand your strengths and experience and helps ensure we assess every application fairly.

**1. Community organising or grassroots experience** - this could include grassroots activism, campaigning, community development, mutual aid, working in your own neighbourhood/community, or supporting others to lead change (voluntary or paid, formal or informal).

**2. Relationship-building** – how you engage, build trust and relationships in the community and how you support and motivate a wide range of people to get involved.

**3. Bringing people together** – experience in creating or supporting community-led events, spaces, or activities that help people connect.

**4. Volunteer support or leadership** – any experience enabling or motivating others to step into leadership, including supporting volunteers or peer networks.

**5. Facilitation or training** – experience running workshops, delivering training, or supporting group learning in any setting.

**6. Planning or strategic thinking** – helping others set goals, develop plans, or organise in a structured way.

**7. Social media, communications, or storytelling** – using social media, community media, or creative tools to raise awareness, celebrate successes, or share stories.

**8. Comfort with uncertainty, adaptability, and ability to stay organised** – examples of how you stay flexible, grounded, or creative in fast-moving or unpredictable situations.

**9. Commitment to equity, diversity, and inclusion** – share how this shows up in your values, lived experience or how you approach working with others.

**10. Passion for nature and wildlife** - you don't need to be an expert, just tell us why you care.

**11. Monitoring, evaluation, and learning** – ways you've captured feedback, measured impact, or adapted based on what's working.

**12. ICT and compliance awareness** – experience using MS Office or collaborative tools (e.g. Zoom, Canva), and awareness of safeguarding, GDPR, or health and safety in community settings.



**Warwickshire**  
Wildlife Trust

# We are wilder together



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