



## JOB DESCRIPTION

# DIRECTOR OF CONSERVATION KNOWLEDGE



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

**DURRELL WILDLIFE CONSERVATION TRUST** is a Registered Charity with the Jersey Charity Commissioner, registered charity number: 1  
**DURRELL WILDLIFE CONSERVATION TRUST - UK** is registered in England and Wales. A charitable company limited by guarantee. **REGISTERED CHARITY NUMBER** 1121989  
**REGISTERED COMPANY NUMBER** 6448493 **REGISTERED OFFICE** c/o Intertrust Corporate Services (UK) Limited, 35 Great St. Helen's, London EC3A 6AP

**PATRON** HRH The Princess Royal **FOUNDER** Gerald Durrell, OBE, LHD **HONORARY DIRECTOR** Lee Durrell, MBE, PhD **CHIEF EXECUTIVE OFFICER** Lesley Dickie, PhD

# 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 lead the strategic direction of the Conservation Knowledge Department, integrating the Science, Training and Effectiveness Teams. To ensure the Conservation Knowledge Dept works closely and collaboratively with Field Programmes and the Zoo to jointly deliver Durrell's mission-level goals.

**DIRECTOR OF CONSERVATION  
KNOWLEDGE**

**DEPARTMENT**  
Conservation Knowledge

**REPORTS TO**  
Chief Executive Officer

**TERM**  
Permanent

**LOCATION**  
UK

# PRINCIPAL ACCOUNTABILITIES

- To participate, in conjunction with the Senior Management Team and other key staff, in the development of the post-2025 strategic plan of DWCT
- To implement to the fullest opportunity the current science strategy of the Trust and to lead in the development of future sciences strategies that will support the post-2025 overarching Durrell strategy.
- To design and lead delivery of the Conservation Knowledge Department strategy to successfully meet the mission-level goals.
- To develop an effective team structure and ensure all staff clearly understand their roles and are performing to annual workplans and professional development plans.
- To create a working culture within Conservation Knowledge Dept that upholds Durrell's values and an approach to work that is impact-focused, evidence-based and embraces continuous improvement.
- To develop, manage and report on annual departmental budgets, with a focus on generating unrestricted income streams to Durrell Wildlife Conservation Trust in order in the long-term to enable Training to become cost-neutral, and to minimise draw on core funds by Science.
- In close collaboration with the Communications and Fundraising Department, to ensure the efficient and sufficient production of fund-raising proposals to meet priority needs across the department.
- Ensure timely and informative reporting of departmental activities and results to donors and other stakeholders.
- To represent the Trust at national and international conservation meetings and other events.
- In close collaboration with the Communication and Fundraising Dept, to ensure appropriate levels of internal and external communications regarding the work and results of the Conservation Knowledge Department.
- To provide strategic direction of Durrell's Conservation Science team and ensure a comprehensive scientific evidence-base is in place to guide the design of our conservation, nature connection, training and human well-being strategies.
- Ensure development of the Jersey Zoo Research Strategy.
- To be accountable for the quality of Durrell's science and ensure Durrell's priority results and lessons learned are published in the scientific literature.
- Develop and manage research partnerships, with a focus on UK universities, ensuring all required scientific disciplines required by Durrell's strategy are met.

- To ensure the science, systems, tools and skills are developed so that Durrell is a high-performing organisation in the measurement and reporting of conservation performance and impacts in all mission-delivery areas and organisational-levels of the trust,
- To oversee production of high quality scientific and technical publications in line with the Rewild our World strategy.
- To continue developing professional contacts and strategic opportunities within global conservation, training and zoo networks, with a particular focus on IUCN and regional zoo associations.
- To provide strategic direction for Durrell Conservation Academy and lead the development of multi-year strategic plans that deliver Durrell's capacity-building goals.
- To manage staff within Durrell Conservation Academy at Jersey Zoo and the Durrell Conservation Academy: Indian Ocean Campus, in Mauritius and Madagascar.
- To investigate the opportunities for further training opportunities outside of the current three recognised sites.
- To lead development of strategy for harnessing Durrell's graduate network to help develop Durrell's capacity-building goals.
- To lead design of strategy for developing and managing conservation partnerships which focus on harnessing Durrell's expertise to improve effectiveness of endangered species recovery practitioners.
- Improve and monitor quality standards within the training programmes and ensure that we meet annual KPIs.
- To develop international institutional partnerships that enhance the quality and quantity of the training being provided by the Durrell Conservation Academy.
- To work closely with Director of People and Values to develop in-house training and development initiatives for staff.
- Lead development of a sales and marketing pipeline and communications for Durrell's training programmes.
- Prepare an annual Conservation Knowledge report for the DWCT annual report and accounts.
- To be a member of the Senior Management Team, in terms of:
  - developing and implementing strategic plans, budgets and operations plans;
  - providing regular reporting and updates to the CEO as required;
  - oversee delivery and track progress of the Rewild our World Strategy.
- To attend Board of Trustees meetings and report on departmental progress and results.



# KNOWLEDGE, SKILL AND ABILITY

## Essential

- Educated to PhD level, with a focus on conservation science, wildlife conservation or conservation training;
- Minimum of ten years' experience in international wildlife conservation practice, science and training, preferably in the charitable sector;
- At least five years' experience in a leadership position;
- A strategic and critical thinker;
- Proven ability to design, interpret and operationalize strategy;
- Understand financial information and proven ability to manage projects and budgets;
- Understanding of the application of models of behaviour change and associated visitor research;
- Experience in interpretive and exhibit development and evaluation;
- Proven management capability and ability to lead and motivate a team;
- Enthusiastic and energetic with excellent communication and presentation skills;
- Excellent organisational skills and be able to juggle a complex workload and meet deadlines;
- Experience of teaching, learning or management in early years education;
- Experience as a professional conservation trainer and facilitator;
- Enthusiastic, energetic, innovative and entrepreneurial;
- Commitment to be part of a team taking Durrell to a new level of reputation, profile and conservation impact;
- Post will require a DBS check.

## Desirable

- Experience in working in the not for profit sector and in writing and applying for grants;
- Current driving licence;
- An understanding of fundraising, in particular within the non-profit sector;
- Capacity for the analysis and understanding of financial based information e.g. budgets and annual accounts.

# BEHAVIOURS AND VALUES

- Advocate for sustainability and passionate about making positive change in support of Durrell's mission to save species from extinction.
  - Strategic and analytical thinker.
  - Collaborative, optimistic and supportive working style.
  - Personable and calm demeanor.
  - Professional, polite and respectful communicator with colleagues.
  - Can do attitude about seeing projects to fruition.
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# WORKING AT DURRELL

- Our employees are our most important asset and everyone plays a part in ensuring that we deliver our conservation mission. We are committed to equal opportunities and employing a diverse workforce.
- In addition to competitive salaries we offer these fantastic benefits:
  - 25 days annual leave
  - A Defined Contribution Pension Scheme (5% EE/10% ER contribution) and associated income protection insurance
  - Employer funded Private Medical Insurance (medical history disregarded)
  - Employee Assistance Programme (available to employee and family)
  - Discounts at Dodo Restaurant, Café Firefly, Jersey Zoo shops and Durrell Wildlife Camp accommodation.



# TEAM ORGANOGRAM

