CONSERVATION MANAGER (IMPACT & LEARNING) (MATERNITY COVER)

Location: Flexible remote with regular presence at our office in Horsham, West Sussex for team meetings

Salary up to £37,000 gross dependent upon experience

Fixed Term 13 months; Full-time 35 hours per week

About the Charity

Born Free works tirelessly to ensure that all wild animals, whether living in captivity or the wild, are treated with compassion and respect and can live according to their needs. As a leading wildlife charity, we oppose the exploitation of wild animals in captivity and campaign to keep them where they belong – in the wild.

We promote Compassionate Conservation to enhance the survival of wildlife, especially threatened species in the wild, and to protect natural habitats while respecting the needs and safeguarding the welfare of individual animals. We seek to positively impact animals in the wild and protect their ecosystems in perpetuity for their own intrinsic value and for the critical roles they play within the natural world.

Set up initially as Zoo Check in 1984 by Bill Travers, Dame Virginia McKenna, and their son Will Travers, Born Free works tirelessly to prevent captive animal suffering and phase out zoos. Will continues to lead the organisation as Executive President, and Virginia remains active on the Board of Trustees, working closely with the team to share our vision and programmes on public forums.

The Opportunity

There has never been a more exciting time to join Born Free's team, as we invest more in our programmatic work than ever before. We are recruiting for a passionate Conservation Manager with a focus on impact and learning to provide maternity cover, being a key member of our global team, supporting all the Foundation's overseas conservation work in Africa and Asia, with a particular emphasis on ensuring high-quality evaluation and learning, and technical excellence, and supporting strategic development.

This fantastic opportunity would best suit a reliable and enthusiastic individual with experience of monitoring, evaluation and learning. The individual will have an in-depth and up-to-date understanding of global conservation issues, including a good understanding of the current and emerging threats to wildlife worldwide and a familiarity with ecological and social science tools to address conservation problems. The individual will ideally have a relevant postgraduate degree, who has international field experience, experience in designing and carrying out programme evaluations, and proven skills in written and verbal communication. The role sits in the global conservation team but will take a lead role in impact generation and learning across our full Born Free portfolio.

The Role

The Born Free Conservation Manager (Impact & Learning) (maternity cover) will be a dynamic and highly motivated team player, with good time management and people skills, and with the confidence and sensitivity to liaise with many different individuals and groups as a key part of this role.

Key tasks will include:

1. Organisational Impact Reporting -

- Join project team tasked to explore and develop the Foundation's readiness to report impact and feed into development of Global Performance Framework.
- Lead on the coordination of Born Free programme evaluations, impact and outcome evidence for Born Free's annual report, ensuring consistency, accuracy and credibility of published programme results.
- Work with Born Free programme teams to gather and validate performance data and case studies and produce concise and compelling analyses that demonstrate progress against organisational/programme objectives.
- Cross programme synthesis of evidence to demonstrate organisational wildlife conservation and animal welfare outcomes and develop impact narratives supported by evidence, statistics and beneficiary stories.

2. Programme Evolution, Impact Measurement and Evidence Generation -

- Horizon scan for emerging opportunities to grow the conservation portfolio and development of new activities, projects or programmes.
- Support teams to design, produce and review programme and project plans, ensuring accountability, impact and cost-effectiveness.
- Develop, oversee and maintain systems for monitoring, evaluating, learning and reporting on conservation and animal welfare outcomes and impact, including the development of theories of change, indicators, targets and methodologies, sampling approaches, results frameworks and impact measurement approaches.
- Establish frameworks for collecting quantitative and qualitative evidence across programmes and assist teams with reviewing, processing data and generating metrics for programme reporting as requested by teams.
- Contribute to and review conservation-related articles/content for website, social media, campaigns, and appeals; Produce impact summaries, dashboards and evidence reports for internal and external audiences; and Lead on/contribute to scientific papers, conference abstracts/posters.

3. Data Management, Analysis and Learning -

- Work with and support programme teams to design and implement effective data collection tools, processes databases and storage, ensuring security and consistency; and Support field teams in the collection of wildlife, conservation, habitat, and community engagement data.
- Develop standard operating procedures and guidance for data management and conduct routine quality assurance and data validation checks.
- Analyse programme and project data using appropriate statistical and analytical methods and identify emerging trends, risks and opportunities from programme data.
- Produce regular reports, visualisations and dashboards to support decision-making; Facilitate learning reviews and support adaptive management processes across programmes; and Contribute to organisational learning and evidence-sharing initiatives.

4. Programme Funding/Fundraising and Donor Reporting -

- Assist Fundraising to respond to donor requests for programme data and performance information by collating, analysing or interpreting findings for accurate and compelling information/facts, evidence and impact narratives.
- Contribute and assist project teams with the creation or review of institutional/technical grant applications.
- Support programme managers in preparing high-quality donor reports and ensure reporting is supported by robust and verifiable evidence.

5. Line Management and Capacity Building -

- Support, manage, oversee volunteers and Born Free's Conservation Officer.
- Train and support staff and partners in monitoring, data collection, impact measurement and reporting.
- Oversight of analytical quality and methodological consistency across projects and programmes develop practical tools and resources that strengthen monitoring and evaluation practices across the organisation.
- Support changes to team structures and responsibilities as organisational priorities evolve and promote a culture of evidence-based learning and continuous improvement.

The successful candidate should ideally demonstrate the following attributes:

- Qualifications: Postgraduate degree in conservation biology, zoology or a relevant subject essential
- Essential Experience:
  - International field experience, managing and evaluating field programmes.
  - Experience in monitoring, evaluation and learning, impact measurement, conservation science, programme management or a related field.
  - Experience collecting, managing and analysing quantitative and qualitative data.
  - Experience preparing programme, impact or donor reports.
  - Experience working with databases, spreadsheets and data management systems.
  - Experience supporting multiple projects and stakeholders simultaneously.

- Essential Knowledge and Skills:
    - An in-depth understanding of conservation issues for highly threatened species and habitats in Africa and Asia and the solutions used to address them.
    - Strong quantitative and qualitative analytical and problem-solving skills, Familiarity with data analysis tools such as Excel and R package, Proficiency with databases and spreadsheets and ability to create dashboards, graphs and data visualisations and Skills in analysing biological/social science and spatial data (GIS).
    - Ability to interpret complex information and present it clearly for different audiences.
    - Knowledge of monitoring and evaluation methodologies and indicators and in designing and conducting programmes evaluations.
    - Ability to work collaboratively with technical and non-technical colleagues.
    - Excellent verbal communication skills including an ability to speak confidently and cogently to a variety of audiences and to communicate Born Free's interlinked animal welfare and wildlife conservation priorities, positions and policies to collaborators and partners.

- Competencies/Behaviours:
    - Ability to work effectively as a team player both internally and in external relationships.
    - Ability to rapidly analyse significant quantities of information, prioritise and balance a diverse workload often and responding to tight deadlines.
    - Reliable, consistent and with the ability to support, motivate and inspire confidence with colleagues and a range of external stakeholders.
    - Excellent organisational and administrative skills, and strong attention to detail.
    - A strong empathy and engagement with the work of the Foundation, and the desire to drive it forward, bringing energy and determination to its mission.
    - Decisive and straightforward; a team player; High levels of drive and energy; Innovative and creative story-telling capability; and A healthy level of curiosity for external and current affairs.
    - Ability to work intuitively with a "can do" approach, in a small, fast-paced, dynamic team.
    - Prepared to promote Born Free's values, mission, and Compassionate Conservation philosophy.

The Conservation Manager (Impact & Learning) (maternity cover) will report to the Head of Conservation who reports to the Director of Programmes; will work closely with the whole Conservation team, both in the UK and internationally, and other programmatic colleagues as part of the Born Free Global Programmes Team; and will liaise with communications and fundraising teams as required. This role has one direct report, the UK-based Conservation Officer.

Our excellent benefits package includes opportunities for continuous professional learning, a generous annual leave entitlement, working from home with regular team meetings and the availability of office space in Horsham, West Sussex to help you maintain a healthy work-life balance, wellbeing support, and a competitive pension. Applicants must have the legal right to work in the UK at the time of application and throughout their employment.

Born Free is an Equal Opportunities employer and positively encourages applications from suitably qualified and eligible candidates, regardless of age, sex, race, disability, sexual orientation, gender reassignment, religion or belief, marital/civil partnership status, or pregnancy and maternity. We welcome requests for flexible working.

Applications with a covering letter and CV should be sent to Bornfreehr@omnygroup.co.uk by 1**4th November 2026** at midnight. ***Important: Please include CM/26 in the subject of your email.***

Early application is encouraged as we will review applications throughout the advertising period and reserve the right to close the advert at any time. Born Free politely requests no contact from recruitment agencies or media sales. We do not accept speculative CVs from recruitment agencies nor accept the fees associated with them.

If you do not receive an invitation for an interview by the 20th November, then you have unfortunately not been shortlisted. The first round of interviews is scheduled to take place 18th November 2026. Interviews will take place on Teams.

Thank you for your interest.