



The  
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## Campaigns Officer Candidate Information Pack

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Position: Campaigns Officer

Closing date: Midday on Thursday 9 June 2022

Interview date: Tuesday 21 June 2022

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This candidate information pack includes:

- Background information about CPRE, the countryside charity and the vacancy
- Outline terms and conditions of employment
- Job and person specification (separate document)
- Application form (separate document)

After reviewing this information, if you have any questions about the role or would like to discuss it further, please contact:

Name: Chris Hinchliff, Campaigns Manager

Email: [ChrisH@cpre.org.uk](mailto:ChrisH@cpre.org.uk)

Direct line: 020 7981 2816

If you'd like to apply for this post, please return your completed application form to [jobs@cpre.org.uk](mailto:jobs@cpre.org.uk). Please note that CVs will not be accepted. If you're shortlisted then we're likely to contact you by telephone no later than 14 June.

Regretfully, we'll be unable to contact candidates who haven't been shortlisted for interview. If you don't hear from us within two weeks of the closing date, please assume that your application has been unsuccessful. If that's the case, then we appreciate the effort you've made applying for this role.

Thank you for your interest in working for CPRE, the countryside charity.

Jenny Bulman

Operational Effectiveness Manager



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## About CPRE, the countryside charity

CPRE is the countryside charity that campaigns to promote, enhance and protect the countryside for everyone's benefit, wherever they live.

With a local CPRE in every county, we work with communities, businesses and government to find positive and lasting ways to help the countryside thrive - today and for generations to come.

## What we do

**We connect people with the countryside** so that everyone can benefit from and value it.

**We promote rural life** to ensure the countryside and its communities can thrive.

**We empower communities** to improve and protect their local environment.

Through all our work we look at the role of our countryside in tackling the **climate emergency**, including seeking ways to increase resilience and reduce impact.

## Our vision (what we want to achieve):

A beautiful and thriving countryside that enriches all our lives.

## Our mission (what we need to do to achieve our vision):

To promote, enhance and protect a thriving countryside for everyone's benefit.

## Our values:

<b>Open:</b>	We are inclusive and respectful of everybody, no matter who they are or where they live. Our countryside is for everyone and so are we.
<b>Trusted:</b>	We use evidence, knowledge and experience to influence positive change. Others believe what we say because they know we can back it up.
<b>Connected:</b>	We value lasting and effective relationships. We invite and encourage collaboration to find what is best for the countryside we love.
<b>Inspirational:</b>	We bring ambition and determination to everything we do. We channel our passion to motivate others and encourage them to act.



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## About the role

As part of a fast-paced, supportive team with a passion for change, you will work alongside your colleagues to develop and coordinate effective public mobilisation campaigns. You will also support and develop the campaigning expertise of CPRE's policy colleagues, the CPRE network and CPRE's supporters to maximise the impact of the charity's campaigning.

As we near the mid-point of CPRE's latest [strategy](#), CPRE's campaigns are going from strength to strength, with award winning work on planning reforms and the launch of our hedgerow campaign, which is calling for 40% more hedgerows by 2050 as a key natural solution to climate change. We have an exciting few years ahead in the campaigns team and the wider charity as we work to embed more diverse, inclusive and progressive ways of working into our impactful campaigning.

The campaigns team consists of a Campaigns Manager and one other Campaigns Officer. They sit within the wider External Affairs team, which includes the Head of External Affairs, the media team, and the public affairs team. The External Affairs team has a team meeting once a week and regularly check-in with each other, especially when more people are working from home. The team is within the Campaigns and Policy Department, which has a Monday morning meeting each week to check-in and update on what everyone's working on.

The Campaigns Officer will:

- Work on progressive campaigns striving for a countryside that enriches all our lives.
- Gain opportunities to work across the environmental and climate sector, and help form wider partnerships with diverse groups across the campaigning landscape.
- Work with different people and teams at CPRE, coordinating activities around campaign moments.
- Join a team that values diversity, is committed to justice and is full of energy for our work.

Key campaigns and work areas the Campaigns Officer may be involved in include:

- Hedgerows – calling on the government to expand and restore the hedgerows network to mitigate climate change.
- Renewable energy – calling on the government to triple onshore wind and solar energy to tackle the energy and cost of living crisis and for solar energy, to make the most of the space we have on our domestic and commercial roofs.
- Planning – campaigning against the government's damaging proposals to dismantle the planning system and for a planning system that puts communities, homes people can afford and our climate at its heart.
- A countryside for all – breaking down barriers to accessing the countryside for marginalised groups.



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## Additional useful information

Our vision: [www.cpre.org.uk/about-us/who-we-are/our-vision/](http://www.cpre.org.uk/about-us/who-we-are/our-vision/)

Explore a summary of our strategy: [www.cpre.org.uk/resources/our-strategic-plan/](http://www.cpre.org.uk/resources/our-strategic-plan/)

Our network of local groups: [www.cpre.org.uk/about-us/who-we-are/local-and-regional-groups/](http://www.cpre.org.uk/about-us/who-we-are/local-and-regional-groups/)

What we achieved last year: <https://www.cpre.org.uk/news/2021-cpres-impact/>

Annual review 2020-2021: <https://www.cpre.org.uk/wp-content/uploads/2021/06/CPRE-Annual-Review-2020-21-web.pdf>

The areas that we're working on: [www.cpre.org.uk/what-we-care-about/](http://www.cpre.org.uk/what-we-care-about/)

What we say and do: [www.cpre.org.uk/about-us/what-we-say-and-do/](http://www.cpre.org.uk/about-us/what-we-say-and-do/)

Our history and achievements: <https://www.cpre.org.uk/about-us/who-we-are/our-achievements-and-history/>



## Working for CPRE

### Salary

The starting salary will be circa £28,000. Please note that our salaries are externally benchmarked, although we do take into account the level of skills, experience and ability the successful candidate brings.

The pay structure is reviewed regularly to ensure that it remains market competitive.

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### Hours of work

35 hours per week. Normal office hours are 9am to 5pm with one hour (unpaid) for lunch every day. Around the core hours of 10am to 4.30pm staff can flex their start and finish times. Occasional evening and weekend work is required, time off in lieu is provided and, dependent on role, there may be travel around England.

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### Place of work

Normal place of work is the national CPRE's office at 15-21 Provost Street, London, N1 7NH but, as a result of the pandemic, most office-based staff members are now working part of the time in the office and part of the time at home.

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### Working culture

CPRE has an inclusive and friendly working culture.

We involve staff in setting the operational plan and have a weekly all-staff meeting where information is shared. Staff are set annual objectives and have a performance review each year with joint feedback with their manager on their achievements and performance in the role.

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### Holidays

25 days per calendar year, increasing by one day per full year of service up to a maximum of 30 days. Paid leave is also given for public holidays and three 'privilege' days, which are normally taken between Christmas and New Year.

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### Probation

The post will be subject to a six month probationary period. Probationary periods may be extended if further time is required.

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### Pension

CPRE offers a group personal pension policy with Aviva. CPRE will contribute to this policy monthly at a rate of seven per cent of current salary. CPRE will start making contributions from the beginning of the third month immediately following the start date. Staff members make a personal monthly contribution of a minimum of one per cent of salary. This percentage contribution may increase in the future.

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### Life assurance

CPRE has an employee life assurance policy, which covers all staff during their employment with CPRE. The policy covers four times annual salary in the event of death in service.

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### Employee assistance

CPRE subscribes to an employee assistance programme. Staff can access a free 24 hour confidential telephone counselling and advisory service. The service also provides confidential face-to-face counselling.

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**Notice**

During the probationary period, one week's notice of termination of employment is required from employer or employee. After satisfactory completion of your probationary period, four weeks' notice of termination of employment is required from employer or employee.

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**Flexible working**

We have a flexible working policy with a number of staff working flexibly. Where flexible working requests are agreed by line managers, staff are able to alter their working hours or work from home on agreed days.

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May 2022