

# BGCI Vacancy Announcement

<b>Title of post:</b>	<b>Director of Conservation</b>
<b>Job Purpose:</b>	To provide strategic direction to the organisation's plant conservation activities worldwide.
<b>Reports to:</b>	Secretary General
<b>Contract Type:</b>	Full-time
<b>Duration:</b>	Permanent
<b>Location:</b>	BGCI Offices, Kew*, London; Hybrid
<b>Remuneration:</b>	£55,000 - £60,000pa dependent on level of experience within a broad range (experience, required qualifications, training) and performance related to budget management, project management and other measures.

## Position Summary

BGCI is seeking an experienced, committed and strategic Director of Conservation to provide leadership across the organisation's policy, conservation prioritisation and conservation action portfolio. The postholder will translate BGCI's 2026–2030 Strategic Framework into coherent programmes, partnerships, monitoring systems and resource mobilisation, ensuring that BGCI's work delivers measurable outcomes for plant conservation, ecological restoration and community resilience.

The Director will help position BGCI as the most effective and renowned plant conservation network in the world, working across an expanded global network of botanic gardens and other conservation organisations to bring more plant species under conservation action. The role requires a strong combination of conservation leadership, programme oversight, partnership development, fundraising and people management.

*\*Please note that while BGCI's offices are being refurbished our temporary office is in Putney, London SW15.*

## About BGCI

Botanic Gardens Conservation International (BGCI) is the largest global network devoted to conserving the world's plant diversity, with over 950 member institutions in more than 120 countries. BGCI links horticulturists, scientists, educators and conservation practitioners in a shared commitment to ensuring that no plant species becomes extinct.

BGCI plays a key coordinating role with headquarters in the United Kingdom, entities in Kenya and the United States of America, and regional representation across Africa, the Caribbean and Central America, South America, North America, China, Asia and Europe. By facilitating collaboration between

botanic gardens and other conservation organisations and supporting the development and long-term functioning of botanic garden networks, BGCI ensures that local expertise contributes to global impact.

BGCI advocates for the botanic garden community, elevating its role in conservation policy, practice and public engagement; connects people and institutions to share knowledge; serves as a global hub for training, resources and professional support; and mobilises funding and technical assistance for practical conservation efforts worldwide. Working collectively, BGCI and its members harness their knowledge, collections and hands-on expertise to safeguard plant diversity for the well-being of people and the planet.

Under the 2026–2030 Strategic Framework, BGCI will build on its global leadership to become the most effective and renowned plant conservation network in the world. The framework aligns BGCI's objectives and key performance indicators with the Global Strategy for Plant Conservation (GSPC) 2020–2030 Voluntary Complementary Actions, ensuring direct contribution to the Kunming–Montreal Global Biodiversity Framework. BGCI's approach combines scientific evidence, innovation and inclusive collaboration to deliver measurable outcomes that prevent plant extinctions, restore ecosystems and strengthen community resilience.

## Strategic Context for the Role

- Lead delivery of BGCI's conservation portfolio in line with the 2026–2030 Strategic Framework and its five strategic objectives, ensuring alignment between global priorities, regional programmes, and measurable conservation outcomes.
- Strengthen BGCI's contribution to implementation of the GSPC Complementary Actions and the Kunming–Montreal Global Biodiversity Framework, including robust monitoring and reporting against agreed indicators.
- Increase the number of plant species brought under effective conservation management through science-led prioritisation, integrated *ex situ* and *in situ* approaches, and mobilisation of BGCI's global network and partners.
- Scale BGCI's impact in restoration, sustainable use, and nature-based solutions by advancing a strategic focus on climate resilience and urban greening, positioning botanic gardens as delivery hubs for climate adaptation, urban biodiversity, and resilient landscapes.
- Strengthen BGCI's role as a global convener, technical authority, and advocate for plant conservation by enhancing data systems, building capacity across the network, and influencing policy and practice at international, regional, and national levels.

## Detailed Position Description

The Director of Conservation will be responsible for:

### Strategic leadership and policy

- Provide strategic direction and accountability for BGCI's plant conservation portfolio, ensuring alignment with BGCI's 2026–2030 Strategic Framework.
- Lead BGCI's work to develop, support and communicate global plant conservation policy, with particular focus on implementation of the GSPC 2020–2030 and contribution to the KMGBF.
- In collaboration with the co-Chairs of the Global Partnership for Plant Conservation (GPPC), guide the next phase of plant conservation action under the CBD and related multilateral biodiversity processes.
- Maintain close and productive collaboration with the CBD Secretariat and support engagement with other relevant intergovernmental and policy fora.
- Advocate for plant conservation within the wider biodiversity, climate, restoration and sustainable development communities.

### Global partnerships and influencing

- Manage BGCI's engagement with the Global Partnership for Plant Conservation (GPPC), strengthening its role as a coordinated global partnership to support delivery of the GSPC Complementary Actions and the Kunming–Montreal Global Biodiversity Framework.
- Support the GPPC Co-Chairs in shaping strategic priorities, work programmes, and action-oriented collaboration, ensuring alignment with BGCI's 2026–2030 objectives and clear mechanisms for monitoring and reporting progress.
- Strengthen BGCI's policy influence and technical partnerships with the CITES Secretariat and related initiatives, advancing plant conservation outcomes in areas such as material exchange for meta-collections, illegal plant trade, and species recovery.
- Represent BGCI as a trusted global authority on plant conservation, building high-impact partnerships across governments, multilateral processes, philanthropy, and the private sector to mobilise resources and influence policy and practice.
- Help expand and support BGCI's regional leadership and collaboration, especially through its regional hubs in Africa, China, South East Asia and Latin America.

### Conservation prioritisation, action and data

- Lead and manage BGCI's Conservation Team and shape it to ensure delivery of the 2026-2030 Strategic Framework.
- Provide strategic direction for BGCI's programmes for practical conservation action, including tree conservation, seed conservation, plant health and species recovery, in close collaboration with BGCI's regional programme leads.

- Ensure BGCI's data tools, technical resources and knowledge services are used strategically to guide action, inform reporting and strengthen the wider conservation community.
- Promote science-based ecological restoration and the use of appropriate plant materials, while connecting policy ambition with demonstrable field outcomes.
- Monitor and report on progress in plant conservation, develop relevant indicators, supporting transparent evidence of BGCI's impact on plant conservation at national and global levels.

### Thought leadership, communications and knowledge sharing

- Co-ordinate the production of BGjournal as a strategic communications and thought-leadership platform, including deciding themes, commissioning and editing articles, and overseeing production with designers and contributors.
- Communicate complex policy and technical issues clearly to botanic gardens, donors, governments and wider conservation audiences.
- Support BGCI's role as a knowledge hub by promoting practical guidance, peer learning, training opportunities and examples of good practice across the network.

### Organisational leadership and resource mobilisation

- Participate fully in the Senior Management Team and contribute to organisation-wide leadership, planning, risk management and culture.
- Deputise for the Secretary General as required, both internally and externally, and undertake related duties in line with the breadth of the position.
- Lead and support the development of new projects and fundraising opportunities for plant conservation, ecological restoration, plant health and strategic innovation promoting sustainable implementation in the long-term.
- Build a strong Conservation team through good communication, clear expectations and prioritisation, empowering and developing direct reports, celebrating achievements and modelling the values and behaviours expected from the team
- Oversee budgets, targets, staffing and performance across relevant teams, ensuring effective delivery, strong collaboration and a supportive working environment.
- Support the Secretary General at meetings of the BGCI Board, International Advisory Council and Development Committee.

## Person Specification

- BGCI is seeking to appoint an individual with strong track record in strategic leadership in plant conservation, with the ability to translate global frameworks into impactful programmes and partnerships.
- Candidates will have a proven track record working within a conservation or scientific organisation, ideally in plant conservation, with demonstrable experience delivering complex, multi-partner initiatives at international scale.
- The post holder will be an experienced team leader with demonstrable success in inspiring and motivating diverse teams. They will bring a sophisticated understanding of the institutional landscape in which BGCI operates, including botanic gardens, governments, NGOs, and multilateral processes, and will demonstrate cultural awareness and political acuity in navigating complex, multicultural and multinational contexts.

## Education and/or Experience

### Essential

- 10 years of experience working in the environmental and/or conservation sectors
- Qualification and/or experience in plant conservation, botany or conservation horticulture and implementing successful conservation action (e.g. species protection, recovery, ecological restoration)
- Strong leadership and management experience, including staff development, organisational planning, budget oversight and delivery against targets.
- Excellent communication, influencing and representational skills, with the ability to engage credibly in international policy and technical arenas.
- Experience of development and fundraising from a variety of sources (e.g. government, trusts and foundations, philanthropy)

### Desirable

- Knowledge of the CBD, GSPC, KMGBF, CITES or related international policy frameworks.
- Experience of training and capacity building in a conservation context
- Knowledge of biological databases, tools and support services
- Understanding of taxonomy, conservation science, and plant health

## Skills and competencies

### Essential

- Cultural empathy and respect, working with a diverse, global community
- Working knowledge of French or Spanish.

- Strong track record of building international and strategic partnerships across sectors (private, public and civil society)

## Other

### Essential

- Eligibility to work in the United Kingdom
- Ability to work effectively in complex and unpredictable environments, manage risk and make sound decisions with organisational awareness.
- Must be able to undertake domestic and international travel for BGCI work

## What BGCI Can Offer You

**Flexible working:** We encourage a healthy work-life balance by supporting flexible working options where we can

**30 days annual leave per year** (plus Bank & Public holidays)

**Life assurance:** covers a sum of three times annual salary, paid to a nominated person

**Sabbatical leave:** A period of (unpaid) leave of up to 6 months after 5 years' service, towards personal development, focusing on family life or a better work-life balance.

## Application Process

If you are interested in this role, please send us your CV and a cover letter (two pages maximum) explaining your motivation for the role and providing examples and evidence of how you are suitable for the position.

Please note that the role is UK based and you must be eligible to work in the UK. We are unable to provide sponsorship for this role. **Please confirm in your cover letter** your eligibility to work in the UK.

Please send your CV and cover letter to [info@bgci.org](mailto:info@bgci.org) Closing date for applications is **10.00am on 5<sup>th</sup> May 2026**. The interviews will be conducted online week commencing **25<sup>th</sup> May 2026**.

We also ask all applicants to complete a short Equality and Diversity Monitoring Form - please click on this link [BGCI Equality and Diversity Monitoring Form – Fill in form](#)

*BGCI is committed to putting equality, diversity and inclusion at the heart of our organisation. We are committed to ensuring a working environment in which all individuals are free from discrimination and in which opportunities are equal to all. We encourage applications from all sections of the community, particularly those underrepresented within our sector.*