



CANDIDATE PACK FOR INTERIM DIRECTOR OF TRANSFORMATION



INTRODUCTION

Thanks for your interest in the Interim Director of Transformation position at Buglife. We are recruiting this role for an initial 12-month period to help us transform and modernise the organisation using innovation and digital transformation to enhance our external profile and global reach.

We are seeking an exceptional Interim Director of Transformation to dual lead Buglife alongside our Director of Conservation. This pivotal role will drive our organisation's growth, digital transformation, and strategic development. The Director for Transformation will be high profile and work collaboratively with the Trustees, and the Senior Leadership Team. Success for the Director of Transformation will be to set Buglife on a growth trajectory building the capability within the organisation to continue that journey. We are seeking an entrepreneurial leader with sharp business skills who can bring a different perspective to our organisation enabling us to increase our impact and reach. You will demonstrate a track record of fostering collaboration and driving positive change. We're looking for a change agent, we know we can do more but our organisation needs to scale up its activity to reach a broader audience; we have the capability and now need a leader to help us shape the future of a leading conservation organisation.

ABOUT US

Buglife is the only organisation in Europe devoted to the conservation of all invertebrates. We're actively working to save our rarest little animals, everything from bees to beetles, worms to woodlice and jumping spiders to jellyfish.

Founded in December 2000 and operational from February 2002, Buglife has grown into a globally respected conservation charity with an annual income of over £2 million and a dedicated staff of over 50. There are more than 40,000 invertebrate species in the UK, and many of these are under threat as never before.

Invertebrates are vitally important to a healthy planet – humans and other life forms could not survive without them. The food we eat, the fish we catch, the birds we see, the flowers we smell and the hum of life we hear, simply would not exist without bugs. Invertebrates underpin life on earth and without them the world's ecosystems would collapse.

INVERTEBRATES ARE FACING AN EXTINCTION CRISIS

Today, thousands of invertebrate species are declining and many are heading towards extinction. Worldwide 150,000 species could be gone by 2050 if we do nothing. In the UK Buglife's citizen science Bugs Matter survey is indicating a 78% decline in flying insect abundance in the last 20 years.

Buglife has developed a number of initiatives to combat the causes of these declines: loss of habitat, loss of habitat connectivity, over use of chemicals (pesticides and herbicides), non-native invasive species and climate change. The most prominent of these solutions is our B-lines initiative creating insect superhighways to support connectivity a principle that has been mapped across the UK and adopted for implementation across the EU.

Buglife's aim is to halt the extinction of invertebrate species and to achieve sustainable populations of invertebrates.

We are working hard to achieve this through:

- Promoting the environmental importance of invertebrates and raising awareness about the challenges to their survival.
- Assisting in the development of legislation and policy that will ensure the conservation of invertebrates.
- Developing and disseminating knowledge about how to conserve invertebrates.
- Encouraging and supporting invertebrate conservation initiatives by other organisations in the UK, Europe and worldwide.
- Undertaking practical conservation projects that will contribute to achieving our aim.

ROLE SUMMARY

KEY RESPONSIBILITIES

- Lead digital transformation initiatives, leveraging innovative tools and approaches to amplify Buglife's impact
- Foster an entrepreneurial mindset and growth-oriented culture throughout the organisation
- Identify and pursue opportunities for sustainable business expansion and diversification
- Collaborate closely with the Director of Conservation and other senior leaders to ensure integrated, non-siloed approaches
- Develop and implement strategies to enhance Buglife's digital skills and expertise
- Act as a change agent, creating psychological safety and driving transformational change across the organisation
- Drive fundraising efforts and explore new funding sources to support organisational growth

ESSENTIAL QUALITIES

- Strong entrepreneurial skills with a proven track record of driving organisational growth
- Exceptional collaboration and consultation abilities
- Advanced digital skills and experience in digital transformation
- Business acumen with the ability to identify and pursue growth opportunities
- Demonstrated ability as a change agent, creating psychological safety during transitions
- Ability to work closely with senior leaders and managers without creating silos
- Open-minded approach to problem-solving and innovation

DESIRABLE QUALITIES

Experience or interest in conservation (note: extensive conservation expertise is not required)



TERMS OF APPOINTMENT

SALARY

The salary for this role is £70,000-£75,000

DURATION OF CONTRACT

Twenty four months

LOCATION

The role will be home based with regular travel to meet stakeholders, donors and colleagues.

OTHER BENEFITS

- Work Life Balance - Our staff value the flexibility at Buglife. Many work remotely or in the field, while others thrive in our offices across the UK. Our flexible working policy helps everyone achieve a healthy work-life balance. We also have a paid business closure between Christmas and New Year, and with our generous annual leave plus bank holidays, you'll have plenty of time to enjoy life outside of work.
- Pension - Up to 8% employer pension contributions.
- Annual Leave - 23 days annual leave year pro rata, rising to 28 after three years' service. Annual leave will be calculated pro rata for any part time roles.
- Health and Wellbeing- Buglife are delighted to share our 'Wellbeing Wednesdays' initiative, which gives our employees a half-day of leave (additional to annual leave) on the last Wednesday of each month to use for their wellbeing. All employees and their immediate families also have 24-hour access to Employee Assistance Programme and our wellbeing app, Thrive. This gives access to free confidential telephone counselling service which offers expert advice and compassionate guidance 24/7, covering a wide range of issues that could be affecting your home life or work life, health and general wellbeing.
- Learning and Development - We have a comprehensive basic training package for all staff to cover the range of topics you need to know about whilst working for us.
- We operate a salary sacrifice scheme that enables staff to purchase electric cars in a tax efficient manner.



HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact ruby.judge@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <http://starfishsearch.com/jobs/buglife-dir-transformation/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than 500 words) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date:	Wednesday 2nd October
Initial interviews:	Week commencing 21st October
Second interviews:	Week commencing 28th October

