



BirdLife Europe, in Brussels or Cambridge, is looking for:

European Nature Conservation Officer

Qualifications required:

PLEASE, READ THIS CAREFULLY: Before submitting your application take time to score your qualifications for this job. Remember to be honest, this is the best way to increase your chances to get the job. You need to score each required qualification from 0 to 3: 0 = I do not have this qualification, 2 = basic, 2 = good, 3 = very good). Then sum up the scores to obtain the total.

Before submitting your application, please answer to the following questions and you will know whether you are qualified enough to apply to this job:

Question	Answer
Do you score any 0 or 1 in qualifications from 1 to 16?	YES: you are not qualified enough to apply to this job NO: please pass to the following question
Is your total score more than 70?	NO: you are not qualified enough to apply to this job YES: you can apply for this job

If you are qualified to submit your application, please attach the next table with your scores to the cover letter.

Please consider that any application sent without individual and total scores or with any 0 or 1 in qualifications from 1 to 16 or with a total score of less than 70 will be automatically discarded.

Essential Qualifications (Score: 0 = I do not have this qualification, 1 = basic, 2 = good, 3 = very good)		Score
1	Good general education – University Degree in relevant environmental subject: Biological Sciences and/or nature conservation.	
Experience & Knowledge		
2	Good general knowledge and authoritative manner about birds and conservation.	
3	Good knowledge of conservation issues related Important Bird Areas, Illegal Bird Killing, Birds and Powerlines, Migratory Birds	
4	At least 3 years work experience in birds and nature conservation	
5	At least 3 years work experience with International NGOs networks	
6	At least 3 years work experience of development of nature conservation funding applications	
7	Good understanding of EU nature conservation policy issues, in particular the Birds and Habitats Directives	
8	Knowledge about BirdLife work / programme	
Skills & Abilities		
9	Excellent written skills with the ability to produce technical nature conservation briefs and reports	
10	Excellent communication and presentation skills required to build relationships with partners and stakeholders	
11	Good interpersonal, networking and team working skills	
12	High standard of computer literacy (Excel, Word, Power Point and Outlook and the Internet)	
13	Ability to plan ahead and work within agreed timeframes	
14	Ability to understand and generate budgets	
15	Fluent in English	
16	Additional languages are an asset	
Approach to work		
17	Accuracy and precision	
18	Demonstrable ability to create and follow work plan and prioritise own workload with minimum supervision.	

19	Flexibility and adaptability (multiple assignments, working under pressure, responsiveness to requests, follow-up of decisions)	
20	Openness: capacity to integrate new ideas and approaches	
21	Ability and willingness to travel for work	
22	Willingness to work occasional evenings and weekends as required	
Personal disposition		
23	Commitment to nature conservation	
24	Strong self motivation and curiosity	
25	Problem solving attitude and capacity to resolve potential conflicts.	
26	Assertiveness and confidence	
27	Creativity both in thinking and in executing tasks	
	TOTAL	