Business for Nature is hiring a Policy Senior Lead. Apply today!

We are looking for an experienced Policy Senior Lead to join our international team and help grow Business for Nature's impact.

This is an exciting opportunity to work within a multi-stakeholder team, and through this role you will be directly exposed to the decision-making process and strategy of the organization.

To be successful in this role, you will have a proven ability to shape and deliver impactful policy and advocacy strategies that drive systemic change. You bring deep expertise in international policy processes and a strong track record of engaging and influencing governments. You combine strategic vision with hands-on execution, translating complex policy landscapes into clear, compelling positions and advocacy campaigns. You are a confident relationship-builder and communicator, able to represent the organization with credibility and influence in high-level settings. Above all, you are motivated by purpose, with a strong commitment to advancing nature-positive policies and mobilizing business as a force for change.

We work in a fast-paced and constantly changing environment. You need to be comfortable working autonomously, with the ability to lead projects from inception to completion. As a small team operating across the world, you should feel comfortable working remotely.

- **Title:** Policy Senior Lead, Business for Nature
- **Reports to:** Policy Director, Business for Nature
- **Term:** Permanent position, ideally starting Q3 2026
- **Location:** We are a virtual team so you can be based anywhere providing you have the right to work there. You will need to travel occasionally.
- **Position:** Full time (part time arrangements are also negotiable)
- **Application deadline:** 25 May 2026
- **Salary range:** $45,000-$75,000 gross annual salary, depending on location, for a full-time position.

This is a good-faith range based on a full-time (40 hour/week) employment contract. Salary may vary based on number of hours worked, local market and experience. The range listed is one component of the total compensation package for employees.

We are hosted at Rockefeller Philanthropy Advisors, a US-based organization, which offers a competitive compensation and benefits package including health coverage, retirement/pension benefits, and holidays.

Who are we?
Business for Nature is a global coalition convening a diverse and influential network of more than 100 partners, including business associations and conservation organizations. Advised by 20+ leading businesses and supported by a network of over 1,500 companies and financial institutions, we represent the voice of leading business advocating for a nature-positive economy.

Our values
- **We aim high:** We deliver high quality work with urgency that will have real impact.
- **We are collaborative:** We work with and recognize others to simplify the landscape to reach better outcomes for people and the planet.
- **We are inclusive:** We employ and work with people and stakeholders from different backgrounds and geographies.

- **We are open:** We listen, learn and bring light-heartedness to our work without underestimating the challenges we face.

The Policy Senior Lead will fulfill the following functions:

1. **Design and implement strategic policy engagement**
    - Translate Business for Nature's policy priorities into successful engagement strategies, project plans and campaigns, working closely with the Global Engagement and Communication teams.
    - Oversee and lead the design and delivery of policy engagement initiatives targeting governments, multilateral processes, and key decision-makers.
    - Oversee stakeholder mapping and engagement strategies to maximize policy influence and impact.
    - Build and maintain strong, trust-based relationships and lead day-to-day engagement with policymakers, negotiators, and institutional stakeholders across key international fora.
    - Coordinate Business for Nature's policy engagement and represent Business for Nature in high-level meetings, events, and conferences.

2. **Develop policy content**
    - Lead the development of high-quality, evidence-based policy positions, recommendations, and advocacy materials.
    - Identify the most impactful policy changes possible in multilateral processes (e.g. CBD, UNFCCC, UNCCD, WTO, International Treaties, G7 and 20) and transform them into clear, actionable policy asks and positions from a business perspective for a government audience.
    - In collaboration with the Communications team, transform technical policy recommendations into compelling, high-level narratives that drive action among non-technical decision-makers.
    - Lead the development of briefings, reports, and speaking points to support high-impact advocacy with governments and multilateral institutions.
    - Collaborate with global engagement team to ensure relevant stakeholder groups and engaged in the development of policy content
    - Ensure all policy outputs are aligned with, and reflect Business for Nature's priorities, ambition and values while being grounded in business reality.
    - Provide quality assurance and strategic guidance on policy content, with final oversight from the Director.

3. **Provide political intelligence and strategic insight**

- Oversee monitoring and tracking of key policy processes and ensure timely internal and external dissemination of insights.
- Support the Policy Director to analyze global and key national political landscapes on nature to identify strategic engagement opportunities with priority countries and institutions, in close collaboration with regional leads.
- Provide forward-looking analysis to shape advocacy priorities and anticipate future policy trends, including by identifying political risks and reputational sensitivities.

4. **Build relationships with key organizations and represent Business for Nature**
    - Working closely with the Global Engagement team, collaborate across Business for Nature's network to build strategic partnerships with key organizations and coalitions to ensure coherent and influential advocacy efforts.
    - Represent Business for Nature in external policy engagements, including panels, roundtables, and consultations.
    - Deputize for the Policy Director where needed.

5. **Manage, and collaborate across, the policy team**
    - Line manage 1–2 team members, providing clear direction, support and mentoring.
    - Allocate work, set priorities and KPIs, and ensure high-quality and timely delivery across the team's portfolio.
    - Contribute to fostering a collaborative, inclusive, supportive and high-performing team culture.
    - Contribute to overall BfN team coordination, team planning, budgeting, and performance tracking.

Qualifications, skills and experience:
Required:

1. A master's degree in political sciences, environmental management, economics, sustainable development, or any other relevant field
2. Exceptional ability to design, synthesize implement compelling policy or advocacy strategies that drive measurable policy and systems change.
3. Strong experience in working with, for or engaging with governments and/or international institutions
4. Deep understanding of international policy processes and experience with intergovernmental organizations (i.e. WTO, G7, G20) or UN multi-lateral processes (i.e. CBD, UNFCCC, UNGA, Global Treaties…)
5. Robust project management skills, strong organizational and time management skills including a capacity to track details

6. Excellent English written and oral communications skills particularly to convey complex ideas, thoughts and concepts for a general audience
7. Strong sense of responsibility for taking projects from inception to completion
8. Ability to work independently
9. Strong alignment with Business for Nature's mission and values

Beneficial but not essential:

1. Experience working with businesses, business organizations or business coalitions
2. Experience in nature, biodiversity, climate, land use or sustainability issues
3. Experience managing complex multi-stakeholder coalitions to achieve shared advocacy goals
4. Experience in team management

Work environment:
Business for Nature offers a competitive, modern, and flexible working arrangement:

- We are hosted at Rockefeller Philanthropy Advisors, a US-based organization
- We are a fully remote team, but you can choose to work in shared office space if you prefer
- Competitive compensation and benefits
- Flexi-time and part-time possibilities
- Dynamic working atmosphere
- Open culture encouraging interaction and sharing of ideas and opinions

Process to apply:
To apply for this position, please fill in this form: **by 25 May 2026**. You will be asked to submit the following materials

1. A CV / resume
2. A cover letter outlining why you are suitable for the role
3. Your salary expectation, keeping in mind the range provided above

Important notes:

- Candidates who applied through other channels than the form **will NOT be considered**
- We will only respond to candidates selected for the interview process