

# Role Profile - Rewilding Affric Highlands

<b>Job title</b>	Executive Director
<b>Reporting to</b>	Rewilding Affric Highlands Board
<b>Has reporting</b>	Affric Highlands Team Leader
<b>Starting Salary</b>	F £46,158-£52,917
<b>Duration</b>	Permanent
<b>Location</b>	Dundreggan/Hybrid

## Affric Highlands Context

The Affric Highlands rewilding landscape was launched in September 2021 as a joint initiative between Trees for Life and Rewilding Europe. Affric Highlands is an ambitious initiative to rewild over 195,000 hectares of the Scottish Highlands, achieving significant nature restoration across the area in thirty years. The vision is for a landscape, where woodlands and peatlands are restored and regenerated, keystone species are thriving and natural processes are driving change across large parts of the landscape.

Rewilding in this landscape will bring many benefits including a surge in biodiversity, contribution to climate change mitigation, social, economic and wider benefits to the communities within the landscape and health and wellbeing benefits to visitors.

Since its inception, the landscape has been ‘incubated’ by Trees for Life while support from landowners and other key stakeholders was being sought by dedicated staff. Now, 2 years into the project with 15 landowners signed up to the project we are moving into a new phase.

As we move into the next phase it has become clear to the senior management teams of both Trees for Life and Rewilding Europe that a new structure should be created to take this project forward and facilitate delivery of our shared vision for the Affric Highlands area.

This has led to the formation of Rewilding Affric Highlands (RAH); a charity limited by guarantee founded by Trees for Life and Rewilding Europe. This is a critical time for RAH and the purpose of this role is to lead the formation and development of RAH to ensure that it is ‘fit’ to deliver on its vision and mission.

The Charity will be its own legal entity, separate from Trees for Life and Rewilding Europe with its own Board of Directors (approximately 5 members) including one Director from each of the founding organisations.

The objective of RAH, in particular but not exclusively, is the expansion of wild nature and wildlife in the Affric Highlands area of Scotland, as well as the stimulation of nature and landscape development, on the basis of natural processes and for the benefit of society by implementing and executing the vision and action plans as agreed with the Rewilding Europe Initiative.

In the initial stages Trees for Life will provide dedicated 'core services' to support RAH in HR, Finance, Payroll, Fundraising and Communications. This will be governed by an annual Service Agreement. It is anticipated that once RAH has become established, the Board and Executive Director may want to take this in-house.

RAH will be part of the Rewilding Europe Network and will sign a long term partnership agreement with Rewilding Europe, which is called the Network Agreement.

## Our Values

The two founding organisations each has a clear set of values which are closely aligned and summarised as follows;

**Rewilding Europe values;** Pioneering, Entrepreneurial, Inspirational, Empowering, Practical, Experienced and Committed.

**Trees for Life values;** Groundbreaking, Collaborative and Pragmatic.

The values of the two founding organisations have shaped the values of RAH which are;

- We are ambitious and committed to the long term. We want to bring innovation and we continue to strive for new and ground-breaking ways to rewild Affric Highlands.
- We are open, friendly and cooperative. We welcome and encourage collaborative working with other organisations, landowners and empower the wider community.
- We seek practical, sustainable solutions in everything we do and are always mindful of our responsibilities to our staff, partners, communities and above all to nature.
- We make things happen on the ground and we work with partners to ensure everyone is focused on taking the right actions to bring about the desired outcomes.

## Overall Purpose of the Job

The overall purpose of this role is to ensure the success of the Affric Highlands initiative, especially through the effective implementation of the Affric Highlands strategy. This requires leading, directing the initiative internally and representing and promoting it externally.

Internally, the purpose includes: developing and agreeing action plans with the wider team; ensuring plans are aligned with Rewilding Europe's aspirations for the rewilding landscapes; ensuring the work of key partners (especially Trees for Life) are aligned with the strategy and support its delivery. The role is also responsible for the effective operation of the charity, fulfilling all legal and ethical requirements, though implementation may be delegated.

Externally, the purpose includes representing and promoting the initiative to stakeholders and key decision-makers and ensuring Affric Highlands perspectives are shared and adopted by the wider rewilding movement in Scotland and Europe.

## Key Liaisons

**Internal:** RAH Board, Affric Highlands Team Leader, Affric Highlands Field Officers.

**External:** Trees for Life, Rewilding Europe, Affric Highlands landowners, communities and businesses, funding partners, and stakeholders.

## Scope, Accountability and Resources

The Executive Directors main role is to lead and manage the charity, overseeing operations, finances, programs, staff, and volunteers. They will drive strategic planning, stakeholder relationships and organisational development to achieve the organisation's mission and goals.

## Key responsibilities

- Development and implementation of RAH strategy 2024-2030.
- Annual planning and delivery of objectives.
- Performance management and reporting to the RAH Board vs agreed KPI's.
- Development of appropriate governance systems, policies and processes.
- Organisational development and management - structure, recruitment and culture.
- Financial planning and management including Fundraising strategy.
- Partnership building with key stakeholders at a local, regional, national and European level.
- RAH Communications strategy.
- Represent RAH as a member of the Rewilding Europe Network Executive Team.

## Person Specification

### Knowledge & experience

- Significant relevant experience in a senior leadership role.
- Ability to develop a strong local network in related fields.
- Partnership-forming across diverse stakeholders and building bridges across different perspectives.
- Knowledge and expertise in different governance arrangements for complex partnerships.
- Knowledge of Scottish land management and rural development issues, including rewilding/ecological restoration.
- Familiarity with the different perspectives on land and rural issues in the Highlands and the relationships between the people who hold these.
- Developing and managing an effective and empowered team, with a supportive approach to managing people.
- Experience of financial planning, management and budgeting at a senior level.

### Skills & Competencies

- Strategic thinker with ability to lead and motivate colleagues and external parties towards the rewilding vision and objectives.
- Proven leadership and stakeholder engagement skills, or business development background.
- Very result oriented, proactive, hands-on approach, outgoing and entrepreneurial attitude.
- Strong skills in working with local authorities, government institutions, local entrepreneurs, landholders, conservation managers and others.

- Excellent interpersonal and lobbying skills, including the ability to develop and maintain strong relationships and partners at all levels, including with local field staff, local communities, government agencies, scientific community, and the for-profit sector.
- Ability to act as a media spokesperson
- Able to make clear decisions and be accountable for them
- Participative management style demonstrating high levels of trust and understanding
- Project management in fluid and dynamic situations, judging when and how to adapt delivery in response to project learning and feedback.
- Aligns with RE & TfL values.

### **Personal Attributes**

- Passion for rewilding, nature and rural communities
- Ability to work in a collaborative manner.
- Logical, organised, structured worker.
- Resourceful, flexible, solution-focused and able to work with a level of uncertainty.
- Authentic - honest, straightforward and trustworthy
- A good communicator, listening skills
- Able to solve problems
- Assertive and able to say 'no' when required
- Full UK driving licence, travel to remote locations will be necessary.

### **Working conditions**

This role will be both office based and require working between different locations occasionally including remote areas.

- Be able to work in an open office environment/hot desk.
- Be flexible to business needs - occasional out of hours working.