



Role Profile

Job title	Head of Rewilding Activities
Reporting to	Chief Executive Officer
Has reporting	Dundreggan Operations Manager, Skills for Rewilding Manager, Red Squirrels Project Manager, Conservation Volunteer Coordinator
Starting Salary	£37,996
Duration	Permanent, 35 hours per week
Location	Based across Dundreggan and Findhorn/ Home working

Trees for life -Context

The Trees for Life vision is of a revitalised wild forest in the Scottish Highlands, providing space for wildlife to flourish and communities to thrive. The Trees for Life mission is to rewild the Scottish Highlands by enabling the restoration of the globally unique Caledonian Forest which once covered much of Scotland. Integral to our success is the involvement of people.

Dundreggan

Dundreggan is a 10,000-acre estate in Glenmoriston between Loch Ness and Skye. Since 2008, the estate has been transformed into one of the best examples of forest restoration in Scotland. It includes a ground-breaking tree nursery and is where many volunteers come to take part in rewilding projects.

Our Values

Our values are at the core of our mission to rewild the Scottish Highlands, informing decisions large and small from the day-to-day running of our office to major conservation projects. We have shared these values so that our supporters, volunteers and partners can gain a deeper understanding of what drives Trees for Life.

We are groundbreaking We are an ambitious charity with a big mission. For over 25 years we have sought to bring innovation to conservation, and we continue to strive for new and ground-breaking ways to rewild the Scottish Highlands.

We are collaborative We are an open, friendly and cooperative organisation. We welcome and encourage collaborative working with other organisations, landowners and the wider community. We believe we can always achieve more through teamwork.

We are pragmatic We seek prudent, sustainable solutions in everything we do. We are always mindful of our duty to our supporters, our volunteers, our staff and above all to Scotland's wild forest. Seeking a pragmatic approach safeguards our organisation and the work we undertake.

Overall purpose of the job

This is a pivotal role in the organisation responsible for overseeing and ensuring the effective delivery of all of Trees for Life's core rewilding and conservation activities including:

- Management and rewilding of Trees for Life's 10,000 acre estate at Dundreggan
- Dundreggan tree nursery
- On-going forest restoration work on Forestry and Land Scotland owned land at Glen Affric
- Conservation Weeks involving volunteers

The role is also responsible for the delivery of a range of time-limited, externally funded activities, currently including:

- Skills for Rewilding training programme
- The Reds Return – a red squirrel translocation project
- Caledonian Pinewood Recovery Project

All of these activities require careful management to ensure outcomes are achieved, resources are effectively used and reporting is accurate and timely.

The post-holder is a senior manager, combining knowledge and experience of ecology, rewilding and conservation with project management perspectives into the development and delivery of the organisation's long-term strategy and annual plan. They lead and manage the delivery teams and have a special responsibility to ensure projects are managed and delivered to the highest standards using a common framework of project delivery and accountability, ensuring work is delivered on-time and on-budget.

The post-holder is vital to ensuring Trees for Life's values, culture and ethos are reflected in its work and how it approaches it.

Key Liaisons

The Head of Rewilding Activities is:

- A member of both senior management teams: operations and; strategic implementation
- Reports on delivery of activities to the Board of Directors
- Manages the project delivery managers/team leaders
- Liaises with the wider team to link project development and fundraising to ensure achievable projects are developed

Scope, Accountability and Resources

The Head of Rewilding Activities is responsible for:

- Delivery and on-going development of all conservation and volunteering activities
- Ensuring all activities are based on sound ecological and rewilding principles and, where appropriate, support community and economic development in the region

- Ensuring all activities are delivered to the highest standard, in line with agreed outcomes and on-budget
- Ensuring reporting to funders is open and transparent, helping to develop long-term relationships with them
- The manager of all delivery team leaders/managers, ensuring staff are supported, empowered and effective in their role
- Responsible for delivery and project budgets, delegated where appropriate

Key responsibilities

Senior Management Responsibilities

- Bringing ecological, rewilding, conservation and especially project management perspectives to Trees for Life's strategic and annual planning cycles, engaging with strategy and project development
- Providing support to the Chief Executive Officer in engagement with, and reporting to, the Board of Trustees in relation to conservation and volunteering projects
- Ensuring the values, ethos and culture of Trees for Life is embedded and respected in the organisation
- Inputting in to annual organisational budget development, being responsible for all delivery and project budgets
- Ensuring the organisation converts project concepts that are funded in to deliverable activities
- Developing detailed delivery plans for all activities with appropriate staff, from estate level to smaller projects
- Identifying milestones, key outcomes and numerical targets for activities
- Focusing staff and resources to ensure outcomes are delivered

Project Delivery Responsibilities

- Developing detailed delivery plans for all activities and ensuring they are fully implemented
- Identifying milestones and key outcomes
- Focusing staff on delivering key outcomes
- Focusing resources on ensuring outcomes are delivered
- Developing reporting frameworks for all activities
- Ensuring reporting to funders is undertaken
- Ensuring lesson learning is used in the development of new activities
- Ensuring proposed new activities are realistic and deliverable
- Delivery of some project outcomes where appropriate

Ecological, Rewilding and Conservation Responsibilities

- Ensuring the organisation has a good understanding of rewilding from ecological, social and economic perspectives
- Developing the organisational evidence base for the benefits of rewilding
- Ensuring all activities are ecologically robust and appropriate

Person Specification

The post-holder will have an excellent understanding of rewilding and/or ecological restoration theory and practice while also being an effective project and team manager who can translate project concepts and outcomes into realistic, time-bound activities and objectives that have clear and measurable outcomes and targets.

They will be able to report on progress to senior management, the Board and external funders in an impactful and honest way. They will be a highly effective manager that coaches and mentors to build an empowered and highly impactful team.

Knowledge & Expertise

Essential

- Knowledge of rewilding and/or ecological restoration
- Degree or higher level qualification in ecology or a related subject
- Professional level of expertise in project development and management
- Expertise in supportive, empowering management of individuals achieved through experience with relevant training

Desirable

- Expertise in delivering conservation and/or volunteering projects
- Expertise in nature reserve management and/or estate management
- Knowledge of project management tools
- Knowledge of Scottish environmental and conservation issues

Skills, competencies

Essential

- Project development and management
- Effective reporting to Board level and externally
- Budget development and management
- Monitoring and evaluation of projects
- Persuasive negotiator
- Highly organised and ability to manage a diverse workload
- Coaching, mentoring and supportive management techniques
- Effective team player
- Budget development and management

Experience

Essential

- Demonstrable experience of project management in a conservation or related setting
- Demonstrable experience of turning objectives in to deliverable outcomes and targets
- Demonstrable experience of conservation/nature reserve and/or volunteer management
- Development and management of an effective empowered team
- Proven effectiveness in reporting on projects to stakeholders

- Ability to set and ensure achievement of agreed outcomes and targets
- Evidence of creativity and innovation

Personal Attributes

Essential

- Ability to motivate and enthuse others
- High level of motivation and ability to effectively manage difficult situations
- Team-player that focuses on collaboration above individual achievement
- Solutions driven, problem-solver
- Innovative, creative and adaptable
- Aligned to Trees for Life's ethos and values – collaborative, pragmatic and ground-breaking
- Enthusiasm and a passion for nature and rewilding