

Role Profile

Job title	Affric Highlands Engagement Manager
Reporting to	Affric Highlands Executive Director
Has reporting	Affric Highlands Engagement Officer
Starting Salary	£35,000 - £40,600
Working hours	35h per week
Duration	Permanent
Location	Inverness / Home working and Affric Highlands area

About the position

Affric Highlands is searching for an Engagement Manager to strengthen the community engagement component of the initiative's landscape strategy. This role is key to building meaningful, collaborative relationships with local communities across the region. The successful candidate will co-develop projects with residents, ensuring their priorities and aspirations are at the heart of our work, all within the overarching vision of this ambitious landscape-scale rewilding initiative.

The primary goal of the role is to raise awareness and understanding of what rewilding means in a Scottish context - both among local communities and visitors to the area. The Engagement Manager's focus will be on the Affric Highlands project area, which includes Drumnadrochit, Cannich, Invermoriston, Fort Augustus, Glenelg, and the many smaller surrounding settlements. As a core member of the Affric Highlands team, the Engagement Manager will play a vital role in fostering trust and connection with local people, ensuring they feel informed, included, and empowered in shaping the future of their landscape.

About Rewilding Affric Highlands – An ambitious rewilding initiative

Over a 30-year period, Affric Highlands is bringing together communities, landowners, and businesses in a shared mission to restore habitats across more than 200,000 hectares of the central Highlands. Our goal is a resilient, regenerating landscape - rich in biodiversity and opportunity - where people, nature, and livelihoods support one another to thrive. Affric Highlands aims to restore and expand wild nature and wildlife in the Scottish Highlands, promoting landscape regeneration driven by natural processes and delivering lasting benefits for both people and nature.

Rewilding Affric Highlands is an independent Scottish charity (SCSC054153) and a company limited by guarantee (SC827418). Founded by Rewilding Europe and Trees for Life, it is one of ten official

rewilding areas within the Rewilding Europe network. All three organisations work in close partnership to support and deliver the vision of rewilding in the Scottish Highlands.

Trees for Life

Trees for Life envisions a revitalised wild forest in the Scottish Highlands, providing space for wildlife to flourish and communities to thrive. Their 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 their success is the involvement of people.

Rewilding Europe

Rewilding Europe's mission is to demonstrate the benefits of wilder nature through the rewilding of diverse European landscapes, while inspiring and empowering others to take part by offering tools, knowledge, and hands-on expertise.

Key liaisons

The primary internal points of contact for this role are the Affric Highlands team, based in Inverness, and the Trees for Life staff at the Dundreggan Rewilding Centre, which may also serve as a venue for events. The role reports directly to the Executive Director of Affric Highlands.

Externally, the post will involve significant collaboration with a range of stakeholders, particularly community groups across the Affric Highlands region, as well as primary and secondary schools.

The Engagement Manager will also work closely with the Communications and Marketing Manager to coordinate and promote events and public engagement opportunities, and with the Enterprise Manager to exchange insights on potential nature-based business opportunities within the landscape.

Key responsibilities

1. Strategy development and implementation

- Developing and implementing the existing Affric Highlands' engagement strategy in collaboration with local communities.
- Leading the creation and delivery of community engagement activities, ensuring they align with the broader rewilding vision.
- Managing relationships with key stakeholders, including community groups and schools.
- Line managing and supporting the work of the Engagement Officer, providing guidance, leadership, and mentoring.
- Planning and delivering workshops, consultation, public outreach events, and educational activities.
- Developing a bank of volunteers and managing these in line with GDPR and H&S requirements.
- Identifying and supporting nature-based businesses that benefit the community and environment in collaboration with the RAH Enterprise Manager.

- Managing budgets for engagement operations and materials.
- Safeguarding lead for Affric Highlands, responsible for maintaining the safeguarding policies, and ensuring recruitment and other activities comply with the policies and all relevant safeguarding legislation.
- Representing Affric Highlands at regional events and conferences.
- Management and responses to email enquiries

2. Other Duties

- Lead the design and implementation of engagement initiatives across Affric Highlands.
- Work with Rewilding Europe to design community workshops and interviews to explore how people interact with nature and rewilding (Wider Benefits).
- Recruit and oversee a diverse group of local volunteers to actively participate in a variety of activities, e.g., tree planting, citizen science activities and event support, strengthening community involvement in the initiative.
- Develop and oversee a programme of educational and interactive activities for schools, ensuring alignment with the Scottish Curriculum for Excellence.
- Collaborate with the Communications and Marketing Manager to develop outreach materials for public events, ensuring consistent messaging and effective promotion.
- Coordinate the delivery of local engagement activities, ensuring consistency and impact.
- Monitor and evaluate the engagement activities against the Affric Highlands Engagement, Affric Highlands 2030, and Rewilding Europe strategies.
- Conveying a positive representation of the work of Affric Highlands, Trees for Life and Rewilding Europe to an external audience.

Person specification

The postholder must have excellent interpersonal and communication skills and be confident in public representation roles. A strong understanding of rewilding, Highland ecology, and community engagement is essential.

Knowledge & experience

- At least 3 years of experience in community engagement, preferably within conservation or environmental fields.
- Experience of leading a community engagement project is desirable.
- Experience of environmental education.
- Deep understanding of Scottish ecology, deer management, and land-use issues, and the challenges faced by rural areas of the Highlands.
- Familiarity with the Scottish Curriculum for Excellence and environmental education principles.
- Strong understanding of Affric Highlands' vision and aims.

- Understanding of safeguarding legislation relating to children and vulnerable adults, and how it applies to Affric Highlands engagement operations.

Skills & competencies

- Experience in developing and delivering engaging workshops for diverse audiences.
- Strong people management and leadership skills.
- Expertise in networking and stakeholder collaboration.
- Ability to inspire and motivate others.
- Strong planning and organisational skills.
- Full UK driving license.

Personal attributes

- Genuine enthusiasm for rewilding and nature conservation.
- Personable and professional.
- Open and patient communication style.
- Highly organised and solutions driven.
- Self-motivated, with a creative and flexible approach to engagement.
- Strong team player, able to work positively with colleagues and external partners.

This role will work regularly with under 18s, so the successful applicant will need to join the PVG scheme.

We offer:

- Office-space in Inverness with great amenities including bikes shed, drying room, showers, gym and walks on the doorstep.
- Flexible working conditions and a generous holiday allowance.
- The opportunity to make a difference.
- Challenging and fulfilling work.
- Friendly and highly professional working atmosphere in an international context.
- Access to pool vehicles when needed.
- A personal training and development budget.
- Varying tasks and independent work style.
- A pleasant working atmosphere and great learning environment.

Information & procedure

We invite those interested in this position to fill out the two forms below and email these to people@affrichighlands.org. Please include 'Engagement Manager' in the subject line. Any queries regarding this position should also be sent to this email address.

- [Personal Details Form](#)
- [Application Form](#)

Please note that applications will be reviewed on a rolling basis, and the vacancy will close once a suitable candidate is identified. Early submission is strongly encouraged and shortlisted candidates will be contacted in early course by email.

We are committed to building an inclusive and diverse environmental sector, particularly welcoming applicants from underrepresented backgrounds. If you need any support with your application or interview, please contact us at people@affrichighlands.org.