



Terms of Reference

## **Danube Delta Rewilding Area Team Leader (0,8 fte)**

### **Main role and function**

The Team Leader's main role is to oversee and coordinate all aspects of design, planning, implementation, management, fundraising and reporting of one of the rewilding areas of Rewilding Europe (RE), which serve as an example for the European-wide initiative. The team leader oversees a small team of staff with regards to rewilding, communication and enterprise development. S/he is the main spokesperson on behalf of the rewilding area team and the initiative in the country of region, and towards the Rewilding Europe central team.

The Team Leader reports to a) the local organisation and b) to the RE Regional Manager.

### **Main responsibilities**

The main responsibilities of the Team Leader are:

- Design of proposals, including development of overall vision, strategy, objectives, results, activities, yearly work plans and budgets,
- Timely and adequate (technical and financial) reporting and monitoring of the rewilding area projects,
- Supervise all staff and ensure their timely implementation of activities and timely delivery of planned project results,
- Develop and maintain close relationships and constructive dialogue with key stakeholders, and establish formal partnerships with such key stakeholders on rewilding, communication and enterprise development,
- Work with the team to create an enabling environment for a successful rewilding area, e.g. in terms of policy, legislation and management of partnerships, and create a strong link between the on the ground work and the policy environment,
- Work to identify and facilitate land tenure or any other kind of control over land, land use rights or concession rights, enabling concrete rewilding and enterprise opportunities in and around the area,
- Work very pro-actively to identify and secure rewilding, business and communication opportunities on a day-to-day basis, and "make them real" by concrete steps and actions,
- Work very close with the RE Regional Manager and the thematic specialists/heads in Rewilding Europe central team, to maximise their input, use lessons learned and ensure linkage with centrally-led initiatives and activities,
- Develops a fundraising strategy for the rewilding area, develop and submit funding proposals to potential donors and work with the central team to attract (substantial) co-funding for the rewilding area,

- Identify and work towards scaling-up or magnification of activities and models or pilots from the priority areas (within the larger rewilding area) to a wider landscape (even outside the larger rewilding area).

## **Profile**

### *Required qualifications*

- Masters-level degree in the field of natural resources/conservation, wildlife biology or related fields,
- At least 5 years of relevant professional experience in conservation, environment or development. Experience in business approach/enterprise experience recommendable,
- Strong communication skills, experience of donor relations,
- Proven experience with project management, leading, supervision, planning and reporting,
- Proven track record in fundraising, both local/national and international level.
- Strong local network in the country/region in related fields and very good understanding of the local context and dynamics in the region/national level of the rewilding area.
- Willing to live and work in the Danube Delta for the majority of the work time, to be based in Tulcea or nearby.

### *Required skills and 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, pro-active, hands on approach, outgoing and entrepreneurial attitude,
- Strong skills in working with local authorities, government institutions, local entrepreneurs, landholders, conservation managers and others,
- Excellent inter-personal 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,
- Excellent oral and written communication skills in English,
- Fully supports and endorses the Rewilding Europe vision and overall strategy.
- Adheres to values like "passionate & optimistic, challenging and inspiring, credible and accountable, persevering and delivering results".

## **Working relationships**

### *Internal:*

Works very closely with the Rewilding Europe central team, in particular the Regional Manager, the Communications and the Enterprise managers.

### *External:*

Interacts with a variety of local stakeholders and partners, such as government institutions, local authorities, media, hunting community, landowners, protected area managers, donors, politicians, opinion leaders, entrepreneurs, farmers and others.

**Applications should be sent before 20 January 2017 to [info@rewildingeuropa.com](mailto:info@rewildingeuropa.com) and should include both a motivation letter and CV. For inquiries, please contact [deli.saavedra@rewildingeuropa.com](mailto:deli.saavedra@rewildingeuropa.com).**