

# Rewilding Rhodopes



## Job description

### Team Leader Rewilding Rhodopes

<b>Position:</b>	Team Leader
<b>Reference:</b>	TL
<b>Reporting to:</b>	a) The Board of the Rewilding Rhodopes Foundation; b) The Rewilding Europe Head of Landscapes.
<b>Location:</b>	Home office/Rewilding area Rhodopes Mountains – Kardzhali or Haskovo region
<b>Type of Contract:</b>	Employment Contract (1 FTE) – 5 years with 6-month trial period
<b>Salary:</b>	Competitive

The Rewilding Rhodopes Foundation is a conservation NGO with the mission of making Bulgaria a wilder place and conserving the wilderness of the Rhodopes Mountains. The Rhodope Mountains, which are located at the crossroads of the European and Asian continents, are home to a huge variety of species and habitats and have become one of Europe's best bird-watching hotspots. The mountains are an important area for griffon and cinereous vultures, as well as stronghold for wolves, jackals, and dozens of raptor species. The brown bear has also begun to recolonise the Rhodopes in recent years. Rewilding Rhodopes believes that the integration of business and nature conservation, and thereby the creation of a nature-based economy, is central to achieving rewilding and conservation success.

The Rhodope Mountains are one of the rewilding areas of Rewilding Europe, with Rewilding Rhodopes and Rewilding Europe working in close collaboration. The Rewilding Rhodopes Team Leader has a key role to play in delivering Rewilding Europe's mission of making Europe a wilder place, and works closely with the Rewilding Europe Central team.

The Team Leader will have the opportunity to be a part of a great mission, shape innovative strategy, work closely with a great team, and deliver tangible conservation impact and benefits to the local communities of the Rhodope Mountains. He/she will hold the position of Executive Director and report to the Rewilding Rhodopes Supervisory Board.

#### 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 10 rewilding areas of Rewilding Europe, which serve as showcases for the European-wide initiative. Overseeing a small team of staff with regard to rewilding, communications and enterprise development, he/she acts as the main spokesperson on behalf of the

rewilding area team and the initiative in the country or region, and also towards the Rewilding Europe central team.

### **Main responsibilities**

The main responsibilities of the Team Leader are:

- Drive the rewilding initiative forward in all its aspects, in line with Rewilding Europe's vision and strategy, and ensure tangible and meaningful rewilding outputs and impact at landscape scale.
- Develop and maintain close relationships and constructive dialogue with key stakeholders, and establish formal partnerships with such key stakeholders on rewilding, communication or enterprise development.
- Work very pro-actively to identify and secure rewilding, business and communications opportunities on a day-to-day basis, and realise them through concrete steps and actions.
- 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 on-the-ground work and the policy environment.
- Design proposals, including development of overall vision, strategy, objectives, results, activities, yearly work plans and budgets, including timely and adequate (technical and financial) reporting and monitoring of the rewilding results and impact.
- Further build the rewilding team and supervise all staff and ensure their timely implementation of activities and timely delivery of project results.
- Work and ensure 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 closely with the Head of Landscapes and the thematic specialists/managers in the Rewilding Europe central team, to maximise their input, use lessons learned, and ensure linkage with centrally-led initiatives and activities.
- Develop a fundraising strategy for the rewilding area, develop and submit funding proposals to potential donors, and work with the central team to attract substantial funding for the rewilding area.
- Identify and work on scaling up 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*

- Master's degree in the field of natural resources/conservation, wildlife biology or related fields.
- At least 5 years of relevant professional experience in conservation, environment and/or development. Experience in business approach/enterprise experience desirable.
- Strong communications skills, experience in 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.

#### *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, 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 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 communications skills in both Bulgarian and English.
- Fully supports and endorses the Rewilding Europe vision and overall strategy.
- Passionate, optimistic, credible, accountable, inspiring, dedicated and committed to delivering results.

### **Working relationships**

#### *Internal*

Works very closely with the Rewilding Rhodopes Foundation Board and team, Rewilding Europe central team, in particular the Head of Landscapes, Head of Rewilding, Head of Communications and enterprise managers.

#### *External*

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