

## TERMS OF REFERENCE – DIRECTOR and REWILDING LANDSCAPE TEAM LEADER

<b>Position:</b>	Director and Team Leader
<b>Landscape:</b>	Swedish Lapland
<b>Reporting to:</b>	a) The Board of Rewilding Sweden b) Rewilding Europe's Head of Landscapes
<b>Location:</b>	Home office: Umeå, or elsewhere in Västerbotten or Norrbotten county, Sweden
<b>Type of Contract:</b>	Full-time permanent position with 6-month trial period
<b>Salary:</b>	Competitive, depending on experience and skills

Rewilding Sweden<sup>1</sup> is a Foundation with the mission to make Sweden a wilder place and restore nature, mainly in the northern parts of the country, Swedish Lapland. This landscape has coniferous forests, peatlands and rivers bordering to the Baltic Sea in the east and mountains in the west. The forests have been intensively managed for forestry, with clearcutting and plantations, resulting in loss of biodiversity as well as recreational values. The majority of the rivers have been exploited for hydropower and vast areas of peatland have been drained. Rewilding in the area will be important to ecosystems, local communities and visitors now and in the future.

Rewilding Europe and Rewilding Sweden work in close collaboration to deliver the vision, mission and objectives of Rewilding Sweden. The Rewilding Sweden Team Leader, who will be the statutory director of the organisation, plays a key role in delivering Rewilding Europe's Strategy<sup>2</sup> for 2030 and will work closely with Rewilding Europe's Central team to help achieve this.

Priority lines of work currently include river and peatland restoration, forest rewilding and the development of nature-based business models, mostly in Norrbotten and Västerbotten counties, with a variety of public and private donors and numerous local partners.

### Main role and function

The Team Leader's main role is to oversee and coordinate all aspects of development, design, planning, implementation, management, fundraising and reporting of Rewilding Sweden's workplan. In Northern Sweden, this will serve as one of the rewilding landscapes of Rewilding Europe, which serve as examples for the European-wide initiative. She/he is the main spokesperson on behalf of Rewilding Sweden and towards Rewilding Europe's central team.

The Team Leader will oversee the building and work of a small team of staff that implements a work programme aimed at restoring ecosystems, providing economic opportunities for local people and connecting them and the wide public with nature, inspiring others to adopt rewilding in Sweden and beyond. Additional staff or consultants will be hired to carry out certain activities or manage specific grants.

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<sup>1</sup> <https://rewilding-sweden.com>

<sup>2</sup> <https://rewildingeurope.com/news/rewilding-europe-launches-ambitious-new-strategy-for-2030/>

## **Main responsibilities**

The main responsibilities of the Team Leader are:

- Drive Rewilding Sweden forward in all its aspects, in line with Rewilding Europe's Strategy 2030, and deliver tangible and meaningful rewilding outputs and impact at landscape scale.
- Design and develop of overall vision, 5-year strategy, objectives, deliverables, activities, yearly work plans and budgets, including timely and adequate (technical and financial) reporting and monitoring of the rewilding results and impact.
- Develop and maintain close relationships and constructive dialogue with key stakeholders, and establish and formalise strategic partnerships with these on rewilding, communication or enterprise development.
- 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 with the team to create an enabling environment for a successful organisation e.g. in terms of policy, legislation, and create a strong network between the on the ground work and local authorities.
- Further build the rewilding team and supervise all staff and consultants and ensure their timely delivery of results and impact.
- Explore possibilities for land access through e.g. use or concession rights, and ensure concrete and meaningful rewilding and enterprise opportunities in Sweden's northern landscapes.
- Work closely with the Head of Landscapes and the thematic Heads and managers in Rewilding Europe's central team, to maximise their input, use lessons learned and ensure linkage with centrally led initiatives and activities.
- Develop a fundraising strategy for Rewilding Sweden, develop and submit funding proposals to potential donors and work with the Rewilding Europe central team to attract substantial funding for delivering Rewilding Sweden's strategy.
- Identify possibilities and work to scale up activities and models from priority areas (within the larger rewilding area) to a wider landscape (even outside the larger rewilding area).

## **Profile**

### *Desired qualifications*

- Masters-level degree, ideally in the field of natural resources management (e.g. forestry, fisheries), conservation, wildlife ecology or related fields.
- At least 5 years of relevant professional experience in the conservation sector or related fields, ideally in a leadership position.
- Proven experience with project / grant management, planning and reporting.
- Proven track record in fundraising with public and/or private donors, in Sweden or internationally.
- Strong local networks in Northern Sweden and within the Swedish conservation community.

### *Desired skills and competencies*

- Strategic thinker with ability to lead and motivate colleagues and external parties towards the rewilding vision and objectives.
- Very result oriented, pro-active, hands-on approach, outgoing and entrepreneurial attitude.
- Strong skills and interest in working with local authorities, government institutions, local entrepreneurs, landholders, conservation managers and others.
- Strong inter-personal and lobbying skills, including the ability to develop and maintain relationships and partners at all levels, including with local field staff, local communities, government agencies, the scientific community, and businesses.
- Excellent oral and written communication skills in both Swedish and English.
- Knowledge and experience of the Sami culture.
- Passionate & optimistic about the potential of rewilding in Sweden

## **Working relationships**

### *Internal:*

Answerable to Rewilding Sweden's Board and working closely with Rewilding Europe's central team, in particular its management team and the network of team leaders from across Europe.

### *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.

## **How to apply?**

Please send a CV and cover letter to [info@rewilding-sweden.com](mailto:info@rewilding-sweden.com) before May 30<sup>th</sup> 2022.

For any questions, don't hesitate to reach out to Karin Åström at +46 (0)73 584 00 17.