



## Rewilding Europe job vacancy

Can you see yourself joining a passionate, professional and innovative team of people working to make Europe a wilder place? Are you keen to use your skills, drive and experience to support nature recovery and the development of nature-related business across Europe, for the benefit of people, nature and climate? If so, we might have the perfect job for you.

After a decade of work, Rewilding Europe is now stepping up its operations. We have developed an exciting new strategy and set ambitious goals for 2030 and are looking for a new **Head of Enterprise** to strengthen our Central Team.

### Head of Enterprise (32-40 hours)

*A unique, impactful and highly rewarding job at the intersection of rewilding and business*

#### Rewilding Europe

At Rewilding Europe, we recognise that rewilding can offer a wide range of economic benefits and are fully committed to scaling up their delivery. The enterprise team plays a pivotal role in our organisation and their efforts are some of the most essential and innovative in our entire operation. We firmly believe that nurturing nature-based economies is critical to the provision of long-term, sustainable livelihoods for communities, while simultaneously enabling the restoration of wild nature within our rewilding landscapes to reach its full potential.

To fully harness the opportunities that our enterprise work offers we are reshaping our Enterprise team, including roles, structure and scope of work. Our current Head of Enterprise is redirecting his focus and expertise towards a new company called 'Rewilding Climate Solutions' which Rewilding Europe launched early this year, thereby opening this unique vacancy. We are now seeking an exceptional and highly motivated individual to become our new Head of Enterprise, spearheading our enterprise strategy and work across Europe.

#### Role

The Head of Enterprise is responsible for the development of Rewilding Europe's enterprise strategy and making this operational, with a focus on realising the objectives set out in our Strategy 2030. The overall aim is to scale up the socio-economic impact and benefits of rewilding, in close cooperation with the other Rewilding Europe teams (Rewilding, Communications, Upscaling and General Management & Development).

The Head of Enterprise provides strategic and operational leadership of the Enterprise Team, manages and develops external relationships, develops new finance mechanisms for rewilding and explores new ideas, innovations and relevant studies for rewilding. This includes co-leading the delivery of Rewilding Europe's land access strategy and providing direction and support for the enterprise work in our rewilding landscapes.

The Head of Enterprise reports to the Executive Director and is a member of the Management Team. The applicant will preferably be based in the Netherlands (or able to relocate) and must be willing to travel regularly in Europe.

### Key responsibilities

The Head of Enterprise will:

- Take responsibility for achieving the 'Nature for People' objectives as outlined in Rewilding Europe's strategy, scaling up the socio-economic impact and benefits of rewilding
- Contribute to Rewilding Europe's strategic, operational and annual plans and manage the Enterprise Team budget
- Manage and coach the Enterprise Team, set performance targets and take responsibility for workload management
- Contribute to realising Rewilding Europe's targets on land access
- Contribute to realising the objectives outlined in the 'Wilder Nature' component of Rewilding Europe's strategic plan through incentive-based and innovative approaches.
- Develop, manage and scale up models, tools and finance mechanisms and make these available for use in our rewilding landscapes. More specifically:
  - Oversee the operational management and provide technical support for our Rewilding Europe Capital (REC) loan facility and ensure a constant pipeline of investable rewilding enterprises
  - Work with commercial banks and impact investors to enable and upscale impact investing in support of rewilding
  - Manage relationships with Rewilding Europe Travel (RET), Rewilding Climate Solutions (RCS) and Rewilding Assets (RA) to ensure these contribute to the achievement of Rewilding Europe objectives
  - Support nature-based tourism development, including wildlife tourism (e.g. hides, guiding, training), local accommodation (lodges, camps etc.) in the rewilding landscapes, in cooperation with partners, investors and Rewilding Europe Travel
  - Develop Rewilding Credits in close cooperation with external partners and certifying bodies
  - Innovate and develop business models related to forest management, land properties, natural grazing, hunting and tourism concessions, dam removal and other commercial sectors
  - Develop and apply revenue-generating mechanisms and attract finance and impact investment for landscape-scale rewilding
- Support enterprise work in all rewilding landscapes to build local nature-based economies that deliver positive socio-economic and ecological impact
- Identify business opportunities within and beyond rewilding landscapes, contribute to the development of rewilding businesses, and conduct due diligence appraisals on potential investees
- Manage and coordinate the design, development and implementation of enterprise-related partnerships and contracts with financial partners, donors, (potential) investors, consultants, strategic and project partners

- Manage the monitoring of enterprise impact, both in terms of economic and wider benefits, within the overall Rewilding Europe monitoring scheme

### Key qualifications

- Master's degree in Business Administration, Economics, Financial Management or similar
- At least eight years of experience in a business/enterprise environment, preferably both on a corporate and SME scale
- Proven experience and track record in financing, financial structuring and/or corporate finance
- An in-depth understanding of investor and donor rules and reporting requirements
- An interest in and understanding of conservation issues and rewilding
- Full proficiency in English (reading/writing/speaking)
- Excellent working knowledge of MS Office

### Remuneration

- Rewilding Europe is a professional and dynamic organisation with a friendly working culture. We offer competitive salaries, commensurate with background, expertise, level of experience and country of residence
- This position is graded in salary scale 10, with the salary structure of Rewilding Europe ranging from scale 4 to scale 11

### Application

We invite all those interested in this position to submit a motivational letter and CV **before Monday 3 July, 18.00 CET** to [HR@rewildingeurope.com](mailto:HR@rewildingeurope.com). Please include **Head of Enterprise** in the subject line. All queries regarding this position should also be sent to this email address.

We are committed to ensuring our workforce reflects society and the international character of our organisation.