

Role Profile

Job title	Affric Highlands Enterprise Manager
Reporting to	Affric Highlands Executive Director
Has reporting	None
Starting Salary	£35,000- £40,600
Working hours	35 hours per week
Duration	Permanent
Location	Inverness and home working in or near the Affric Highlands area

About the position

Rewilding Affric Highlands (RAH) is searching for an Enterprise Manager to develop and implement the Nature for People component of the landscape strategy. The position will focus on the development of a nature-based economy, which will increase support for rewilding, and the Affric Highlands initiative by creating new jobs and sources of income for local communities. The work will involve supporting the creation of diverse, nature-based business models within the communities and propose alternative revenue streams for landowners.

The Enterprise Manager will be a central member of the Affric Highlands team, helping to build a resilient, nature-positive local economy and strengthen rural communities.

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 visions 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, especially the Executive Director, Engagement Manager, and the Communications and Marketing Manager. The role will also work closely with the Nature for People team from Rewilding Europe and Enterprise Officers across Europe. The role reports directly to the RAH Executive Director.

The post will develop and hold important external contacts with business owners, entrepreneurs, and landowners in the landscape.

Key responsibilities

1. Strategy development:

- Develop the Nature for People component of the Affric Highlands landscape strategy.
- Analyse the potential for nature-based business development and revenue streams (e.g. local venison supply chains, wild food co-operatives, slow tourism initiatives, rewilding activities, natural capital such as woodland and peatland carbon etc.) in the Affric Highlands.
- Collaborate with local communities, businesses, landowners, and other relevant organisations (e.g., research institutes / universities) to develop ideas and plan their implementation, tailored to the local circumstances.
- Identify potential financial support and investment to support these schemes.
- The strategy should include:
 - An overview of the economic drivers, socio-demographic context, and nature-based sectors of the landscape, including trends, opportunities, and challenges.
 - A mapping of existing and potential businesses and landowners operating in a variety of sectors within the area that could contribute to the rewilding mission or might be willing to transition towards rewilding-compatible practices.
 - An outline of the development and management of an Affric Highlands business network of small and local nature-based businesses.
 - A plan to support the development of high-integrity natural capital investment solutions.

- Opportunities to develop new rewilding-aligned businesses and support existing ones.
- Milestones, KPIs and targets for the Enterprise activities.

2. Implementing the activities identified in the strategy

- Prepare a Nature for People implementation plan, including yearly workplans, based on the strategy.
- Engage and build relationships with local entrepreneurs and landowners identified in the strategy.
- Develop meaningful structures for these stakeholders to support their businesses with identified needs. This could include capacity-building, access to equipment, improved market-access, or financing (equity, loans, or recoverable grants).
- Co-develop business and investment plans based on expenditure requirements, market research, estimated income streams, and cashflow projections in conjunction with entrepreneurs and landowners.
- Collaborate with Rewilding Europe to identify and secure appropriate financing.
- Develop a network for local businesses to discuss and form collaborations around nature and community-based opportunities, using the Commonplace Platform.
- Support the piloting of carbon finance models in the landscape, including coordination with partners such as Trees for Life, Wilderway, and others.

3. Other activities

- Identify and engage with those businesses who could act as strategic or financial partners for Rewilding Affric Highlands.
- Participate in resource mobilisation to further support for Enterprise actions in the Affric Highlands.
- Collaborate with the Dundreggan Rewilding Centre and Trees for Life where possible.
- Prepare technical and Enterprise reports.
- Ensure synergies with Rewilding Europe's Central Team and with the Enterprise colleagues in the other landscapes of Rewilding Europe's network.
- Contribute to the communications strategy by providing content about the Enterprise plans and activities for the Affric Highlands website, social media, publications, and press releases.

Person specification

The postholder must be personable, enthusiastic, and confident in an advisory role. Experienced in communicating with people about topics including business, environment, rural affairs, and land use. Creative and with strong organisational skills.

Qualifications

- Master's degree in economics, business, law, or management.
- Experience in nature tourism and/or business development, sales and/or nature conservation.
- Experience in establishing their own business or for other clients.
- 5 years of business experience (marketing, brand development, sales etc.)

Knowledge & experience

- Strong understanding of business operations, incl. investments, financial planning, marketing, sales, and project management
- Experience of, or familiarity with, the concepts of natural and social capital accounting and understanding of how these 'capitals' can influence businesses' decision-making.
- Knowledge of the connections between ecological restoration, biodiversity improvements, carbon sequestration accreditation systems (UK Woodland and Peatland Carbon Code) and other ecosystem services in Scotland and the UK.
- A basic understanding of the practicalities of woodland creation and peatland restoration for landowners.
- Development of and working with and in nature-based businesses.
- Understanding of the challenges faced by rural businesses.
- Understanding of the relationships between nature, health and wellbeing and the quality of life in communities.
- Desirable: Work experience and an existing network within the Affric Highlands.
- Desirable: Experience of founding and managing a nature-based business.

Skills & competencies

- Strategic vision, the ability to perceive future realities, opportunities, and threats.
- Highly organised with an ability to manage a diverse workload.
- The ability to solve complex problems.
- Creative, adaptable, solution-focused, and able to work on their own initiative.
- Able to work with a level of uncertainty and with changing requirements.
- Enthusiasm for engaging people and forming common cause around business, nature, and its benefits to people.
- Entrepreneurial mindset, pro-active and collaborative.
- Strong interest in nature, wildlife, environmental issues, and rewilding.
- Highly competent using Microsoft Word, Excel, and PowerPoint.

- Full UK driving licence, and the ability to travel to remote locations and to Europe.
- This post may require occasional weekend and evening working.
- Full proficiency in English and ideally Scottish Gaelic.

Personal attributes

- An empathic and helpful colleague, able to share success with colleagues.
- Honest, friendly, and a strong team player.
- Excellent communication and interpersonal skills to form trust-based relationships.

We offer:

- Office-space in Inverness with great amenities including bike shed, showers, gym, drying room, and scenic walks in the surrounding area.
- Flexible working conditions, working from home and the office as required.
- A generous holiday allowance.
- Challenging and fulfilling work.
- A great learning environment.
- 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.
- The opportunity to make a difference.

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 'Enterprise 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.