



Job vacancy (32-40 hours for a 6-12 month period)

Head of Nature for People

Do you want to combine your leadership skills with your experience in enterprise and socio-economic development to drive lasting impact? Are you looking for a role to find new ways of financing nature recovery at landscape level, and to develop a business approach to rewilding? If so, we'd love for you to join our dynamic and innovative Nature for People team at Rewilding Europe. The role is temporary in nature for a period of 6 to 12 months due to replacement.

About Rewilding Europe

Rewilding Europe is at the forefront of large-scale nature recovery across currently 11 large landscapes across Europe. Our mission is to make Europe a wilder place. We have set ambitious targets for demonstrating large-scale rewilding on the ground and we aim to scale up rewilding all over Europe. With a fantastic and diverse team of experts and passionate colleagues from all over Europe (38 fte in the Central Team and around 130 fte in our Landscape Teams), we are committed to driving the rewilding movement forward for the benefit of nature and people.

Role

The Head of Nature for People is responsible for the development of Rewilding Europe's Nature for People strategy and making this operational, following the objectives as set in our Strategy 2030. The focus is on demonstrating the socio-economic impact and benefits of rewilding for local economies and at a wider scale, in close cooperation with the other components of our strategy (Wilder Nature, Building Engagement, Upscaling).

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

Positioning in the organisation

Reports to the Executive Director. Is a member of the Leadership Team and carries joint responsibility for the organisational performance and strategy. Works closely with the Heads of Wilder Nature and Upscaling, the F&O Director, the Director Engagement and Public Relations and the landscape teams.

Main responsibilities

- Leads on delivering the objectives under the 'Nature for People' component in Rewilding Europe's strategic plan.
- Contributes to Rewilding Europe's strategic, operational and annual plans and manages the budget of the Nature for People team.
- Develops, manages and oversees tools and financing mechanisms for rewilding, and application of such tools and mechanisms in the rewilding landscapes, leading to rewilding impact and socio-economic benefits.
- Identifies and participates in the development of rewilding-related business opportunities based on in- and external exploration, across different sectors.
- Co-leads (with the Head of Wilder Nature) and ensures delivery of the land access strategy for Rewilding Europe.
- Oversees, guides and manages monitoring of the Nature for People component (including economic and wider benefits).
- Manages and coaches the Nature for People team, sets performance targets and is responsible for workload management.
- Explores, oversees and/or participates in identifying and due diligence appraisals on potential investees.
- Manages and coordinates the design, development and implementation of enterprise related partnerships and contracts with financial partners, donors, (potential) investors, consultants, strategic and project partners.

Key qualifications

- Master's degree Business Administration, Economics, Financial Management or similar;
- At least 8 years of experience in a business/enterprise environment, preferably both on corporate and SME scale, and in the conservation sector.
- Proven experience and track record in financing, financial structuring and/or corporate and nature finance.
- Understands and masters investor and donor rules and reporting requirements.
- Full proficiency in English (read, written, and spoken) is required.

Remuneration

- Rewilding Europe is a professional and dynamic organisation with a friendly working culture. We offer competitive salaries, reflecting your background, expertise, level of experience, and country of residence.
- The position is graded in salary scale 10 with the salary structure of Rewilding Europe ranging from scale 4 to scale 11. The gross monthly salary for a full-time position ranges from € 6.300 to € 7.800, depending on experience and qualifications.
- The role is temporary in nature for a period of 6 to 12 months due to replacement.
- This position is office-based in our Wild Quarters in Heilig Landstichting, the Netherlands with hybrid working as an option.
- Due to work visa restrictions, applicants must be citizens of a European Union member state/EEA, or have the right to live and work in the EU.

Information and procedure

We invite those interested in this position to submit a motivational letter and CV in pdf before October 22nd, 2025 at 18.00 CET HR@rewildingeurope.com. Please include **Head of Nature for**

People in the subject line. Any queries regarding this position should also be sent to this email address.

We strive to ensure that our workforce reflects society and the international character of our organisation.