



Job vacancy

Head of Engagement (32-40 hours)

Are you an experienced communications leader passionate about advancing large-scale nature recovery across Europe? Do you excel at shaping organisational reputation, building influential stakeholder relationships, and leading strategic engagement in a complex and rapidly evolving environment? If so, we'd love for you to join Rewilding Europe as our Head of Engagement and help make Europe a wilder place!

About Rewilding Europe

Europe is at the forefront of large-scale nature recovery across 12 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. From these showcases, we aim to scale up rewilding all over Europe. With a fantastic and diverse team of experts and passionate colleagues from all over Europe (36 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

As our Head of Engagement, you will shape, develop and manage the public image of Rewilding Europe and its affiliated network partners (i.e. rewilding landscapes). By advancing its vision, mission and achieving strategic goals, your role builds and fosters meaningful relationships with key stakeholders, and strategically positions the organisation's values and its mission. You combine strategic thinking, relationship-building, communication and reputation management skills to succeed in a dynamic and ever-changing landscape - to ensure public perception and engagement are critical to success.

Positioning in the organisation

The Head of Engagement reports to the Executive Director, is a member of the Leadership Team and carries joint responsibility for the organisational strategy and performance. This role works closely with other thematic leads, team leaders, local communication teams, and the Rewilding Landscapes Managers.

Main responsibilities

- Oversees, leads, develops and ensures delivery of the 'Building Engagement' component of Rewilding Europe's Strategic Plan for 2030.
- Leads and manages the Building Engagement team to enhance Rewilding Europe's corporate profiling, positioning, communications impact and fundraising potential.
- Ensures branding and reputation are aligned with organisational values and consistent positive messaging across various channels.

- Positions Rewilding Europe as the frontrunner and leading and credible voice in the growing European rewilding movement.
- Oversees the development, implementation, and execution of communication strategies and communication products.
- Works closely with the Executive Director and core fundraising team to support fundraising needs and activities.
- Oversees public relations and reputation management, including media relations, monitoring of relevant societal and political developments, and reputational screening of partners.
- Develops crisis communication plans and coordinates issues to manage and mitigate reputational risks.
- Acts as a spokesperson or coordinates and coaches other appointed spokespersons ensuring transparent and consistent messaging, including crisis management.
- Manages the budget for building engagement activities, allocating resources effectively to achieve desired outcomes.
- Initiates and supports fundraising activities by approaching potential funding partners, showcasing and demonstrating results and impact, and reputation building.
- Leads and/or supports events with external relations to further strengthen the credibility and potential of the organisation, in close cooperation with the Executive Director.

Key qualifications

- Master's degree in communications, PR or related field or equivalent combination of education and experience, ideally in the conservation and/or rewilding sector.
- Minimum 8 years of experience in public affairs, government relations, or related fields, with a track record in successful stakeholder engagement.
- Highly attuned to and strong interest in societal developments (both European and national levels), particularly related to conservation/rewilding and affiliated fields (e.g. climate, natural resource use etc).
- Has the knowledge how to build a brand (reputation) and to make the brand relevant amongst key target groups and relevant donors.
- Has experience how to capitalize on the value of the brand and knows how communication strategies and tactics can help grow the organisations income.
- Proven leadership experience and team management skills.
- Excellent strategic thinking, analytical and problem-solving and risk-mitigation abilities.
- Track record in planning and implementing branding, positioning and (strategic) communications.
- Eager to follow and learn new trends, approaches and practices in the sector of expertise, and the rewilding sector.
- Fluent in English, both oral and written; additional language recommended.
- Ability to work under pressure, adapt to change and manage crises effectively.

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. Salary range for this position: €6.475 - €8.095 gross per month, depending on experience and qualifications. The full salary scale for the role extends to €8.904 based on exceptional experience and long-term progression.
- This is a hybrid position, with at least two days in the office in our Wild Quarters in Heilig

Landstichting, the Netherlands

- Due to work visa restrictions, applicants must be citizens of a European Union member state/EEA or Swiss or UK citizens, or have the right to live and work in the EU.

We welcome applications from people of all backgrounds, identities, and experiences. Research shows that some candidates only apply when they meet every requirement. If you do not meet every qualification but believe you could be successful in this role, we encourage you to apply.

Information and procedure

We invite those interested in this position to submit a motivational letter and CV in pdf **before 19 October 18.00 CET** to HR@rewildingeurope.com. Please include **Head of Engagement** in the subject line. Any queries regarding this position should also be sent to this email address.