



REWILDING EXPERIENCES LEAD (Maternity Cover)
(home-based/full time)

ABOUT US

SCOTLAND: The Big Picture (SBP) is a charity that works to drive the recovery of nature across Scotland through rewilding, in response to the growing climate and biodiversity crises.

Our vision is of a vast network of rewilded land and water, where wildlife flourishes and people thrive.

We are a small but agile and progressive team that works in a spirit of collaboration with many different interest groups to:

- Drive support for rewilding
- Commit more land and water to rewilding
- Return missing species
- Build community value

Learn more about SBP: www.scotlandbigpicture.com

THE PURPOSE OF THIS ROLE

SBP is a growing organisation with an exciting portfolio of rewilding projects to deliver across Scotland. In tandem with ecological recovery, we work to develop nature-based business models to establish rewilding as an economically viable land use in Scotland.

From our base in the Cairngorms National Park, we deliver a programme of Rewilding Experiences – immersive, rewilding-focused adventures that blend discovery, inspiration and learning.

We are seeking an individual with a wide range of skills to temporarily manage and develop this exciting programme to cover a colleague's maternity leave.

The role would ideally suit someone based in the Scottish Highlands, although consideration will be given to applicants based elsewhere in Scotland.

KEY LIAISONS

The maternity cover will report directly to our Head of Communications and Engagement and thereafter, to the Executive Director, but will also involve regular liaison with the Rewilding Training Lead and other members of the SBP team, as well as communication with clients, suppliers and other external contacts.

KEY DUTIES/RESPONSIBILITIES

Operational ownership of Rewilding Experiences

- Manage the operational elements of all Rewilding Journeys and Exclusive Groups, including fielding enquiries, managing the booking process, costings and budget control, supplier and partner liaison, logistics and delivery.
- Work closely with the Rewilding Training Lead to manage the operational elements of all Rewilding Training and Study Tours, including fielding enquiries, managing the booking process, costings and budget control, supplier and partner liaison, logistics and delivery.
- Work with Northwoods partners to manage and expand Wild Spaces, a unique offering of nature-based experiences within our Northwoods Rewilding Network.

Marketing and development of future products

- Work with the Head of Communications and Engagement to develop and implement a strategic marketing plan for Rewilding Experiences.
- Working with the Head of Communications and Engagement, periodically review branding, narrative and market positioning of Rewilding Experiences.
- Design and develop new Rewilding Journeys across Scotland, including researching new markets and products.
- Research and implement innovative ways to support the development and growth of more nature-based experiences across the Northwoods Rewilding Network.

QUALIFICATIONS & EXPERIENCE

- Previous management experience in nature-based tourism/sustainable travel.
- Previous experience in developing and delivering successful marketing campaigns.
- Sound knowledge of travel logistics, administrative and financial procedures.
- Knowledge of best practice in delivering a safe, high-quality guest experience.
- Knowledge of and an interest in nature-based travel and Scottish environmental issues, including rewilding.

KEY SKILLS/ATTRIBUTES

- You will have an outgoing, friendly disposition
- You will be highly organised and be able to forward plan
- You will be an excellent communicator and have good interpersonal skills
- You will be an ideas person with a proven ability to translate concepts into products
- You will have an aptitude for problem solving
- You will be a diligent record keeper with a good eye for detail
- You will be a good leader with an ability to build relationships with clients, staff, suppliers and team members.
- You will have a passion for nature-based travel experiences
- You will have strong self-motivation and ability to work without close supervision
- You will be motivated by the opportunity to work as part of a small team to shape our growth and influence

TERMS AND CONDITIONS

Salary range: £32,500 (FTE) per annum. Salaries are paid in arrears on the final working day of each month by bank transfer.

Contract: Fixed term maternity cover up to 11 months from 1 April 2024

Hours: This is a full time role (37.5 working hours per week), however we are happy to consider a flexible working arrangement. Paid overtime is not available, but time off in lieu will be given.

Flexibility: Subject to ensuring that the needs of the charity and the role are met, SBP, where possible, endeavours to meet the flexible working needs of its staff.

Holidays: 28 working days per annum (FTE) including public holidays, plus 5 additional office closure days between Christmas and New Year.

Pensions: You may be eligible to be enrolled into SBP's staff pension scheme. Written terms of the scheme are available on request.

Probationary period: 1 month

Notice Period: 1 month

Place of work: This role is home-based and will require a suitable home office working environment and equipment. Meetings will be held in other parts of Scotland (normally near Aviemore), which will require attendance. Travel expenses will be paid in accordance with SBP's expenses policy.

Training: SBP is fully committed to personal development and training and offers staff regular opportunity for both internal and external training.

TO APPLY

Applicants should email their CV and a short covering letter stating what you feel you could bring to this position specifically, and to SBP as a whole.

Please send to Emma Brown (emma@scotlandbigpicture.com) by close of business on **14 February 2024**. First round interviews will be conducted via Google Meet shortly after the closing date.

SCOTLAND: The Big Picture is committed to equality of opportunity for all and we make recruitment decisions by matching our business needs with the skills and experience of candidates irrespective of age, disability, gender, gender reassignment, sexual orientation, pregnancy or maternity, race, religion or belief, and marriage or civil partnerships.