



## **REWILDING EXPERIENCES LEAD**

(home-based/part-time (0.5 FTE minimum),  
fixed-term contract (6 months), £34,500 pro-rata'd)

### **ABOUT US**

SCOTLAND: The Big Picture (SBP) is a charity that works to make rewilding happen across Scotland, 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 an 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.

Learn more about SBP and the way we work here: [www.scotlandbigpicture.com](http://www.scotlandbigpicture.com)

### **THE PURPOSE OF THIS ROLE**

SBP is a growing organisation with an exciting portfolio of rewilding projects 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.

We deliver immersive Rewilding Experiences and a growing programme of Rewilding Training and Study Tours.

We are seeking a highly organised and financially astute individual, with sales experience, to take operational ownership of our Rewilding Experiences and to support our Rewilding Training programme over the next six months. The primary focus will be:

- Ensure the efficient delivery of our 2026 programmes
- Maximise bookings and income to support cost recovery
- Contribute to the development and planning of our 2027 programmes

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

## **KEY LIAISONS**

This role will report directly to our Head of Communications and Engagement and thereafter, to the Chief Executive Officer. It 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 leadership**

- Take full operational ownership of Rewilding Experiences, managing delivery of Rewilding Journeys and tailor-made groups, including:
  - Fielding enquiries
  - Managing bookings
  - Costings and budget control
  - Supplier and partner liaison
  - Logistics and delivery
- Work closely with the Rewilding Training Lead to deliver Rewilding Training, Study Tours and bespoke corporate experiences as above.

### **Marketing and sales**

- Develop and implement a clear marketing and sales strategy for Rewilding Experiences and Rewilding Training.
- Maintain and update the Rewilding Experience and Rewilding Training webpages within the website CMS.
- Review branding, narrative and market positioning.
- Lead on proactive lead generation and conversion, turning interest into confirmed bookings.
- Work with the Rewilding Training Lead and the Head of Communications and Engagement to shape the 2027 programme of Rewilding Experiences and Rewilding Training.

## KEY SKILLS & EXPERIENCE

We are looking for an individual with a minimum of 3 years experience in nature-based travel, sustainable tourism or a related sector, with knowledge of best practice in delivering a safe, high-quality guest experience. They must also have demonstrable experience in:

- developing and delivering successful marketing campaigns,
- creating and managing unique experiences or events,
- sales, particularly in lead generation and conversion,
- managing budgets and financial processes.

## PERSONAL ATTRIBUTES:

We are looking for an individual who is:

- highly organised and able to forward plan,
- an excellent communicator and has good interpersonal skills,
- able to problem solve,
- a diligent record keeper with a good eye for detail,
- able to build positive relationships with clients, staff, suppliers and partners,
- self-motivated and able to work without close supervision,
- interested in – and has an understanding of - rewilding in Scotland.

## TERMS AND CONDITIONS

**Salary:** £34,500 per annum (full-time equivalent). Salaries are paid in arrears on the last working day of each month by bank transfer and cover the period of the 1st of the month to the last day of the month.

**Place of work:** This role is home-based and will require a suitable home office working environment and equipment (IT equipment will be provided and grant assistance may be available for other necessary equipment). From time to time, attendance will be required at meetings and events held in other parts of Scotland. Travel expenses will be paid in accordance with SBP's expenses policy.

**Contract:** Fixed-term for 6 months.

**Probationary period:** 1 month

**Notice Period:** 1 month

**Hours:** This role offers flexible working hours and we are happy to discuss individual requirements/preferences. Paid overtime is not available, but time off in lieu will be given.

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

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

## **TO APPLY**

Please email your CV, plus a one-page covering letter detailing how your skills and experience equip you for the role. Applications (or interim queries) should be sent to [hr@scotlandbigpicture.com](mailto:hr@scotlandbigpicture.com) by **9am on 23 March 2026**.

First round interviews will be conducted by video call shortly after the closing date, and this may be followed by a second interview if required.

Any offer of employment will be made subject to the provision of a valid right to work in the UK.

*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.*