

## Project Director – Summit to Sea/O’r Mynydd i’r Môr Project

### Role Description

Rewilding Britain is a lead organisation in an exciting and pioneering new Summit to Sea partnership project along with Woodland Trust, RSPB, Wildlife Trusts, Marine Conservation Society, Natural Resources Wales and others. The Summit to Sea/O’r Mynydd i’r Môr (S2S) project aims to be the first in Britain to establish a dynamic ecosystem from mountaintops to the sea. This will see one continuous nature-rich zone of at least 10,000 ha of land and 28,400 ha of sea from the top of Pumlumon - the highest point in mid-Wales – down through wooded valleys to the Dyfi Estuary and out into Cardigan Bay. The flourishing ecosystems that emerge through the restoration of natural processes will support a resilient nature-based economy providing a sustainable future for local communities as well as creating opportunities for people to re-connect with wild nature. This will in turn demonstrate a ground-breaking model for conservation and natural resource management which can be replicated in other areas of Wales and the UK.



We are looking for a Project Director with leadership skills, drive and experience to work collaboratively to turn a pioneering but challenging project into reality. You will bring a passion for nature and an understanding of the environmental, cultural and land use issues of the area. You will be able to draw on the wide ranging expertise of the project’s partners and advisors and will take an entrepreneurial approach to ensure that the project works both ecologically and economically.

This role is based in the project area and requires a full time commitment but we are open to considering flexible working arrangements for exceptional candidates. You will report to the Rewilding Britain Chief Executive. You will also work closely with and report into the Summit to Sea Management Team and Partnership Steering Group.

Please send your CV, your reasons for applying for the job, and where you believe your skills set match our essential and desirable criteria as listed below to [admin@rewildingbritain.org.uk](mailto:admin@rewildingbritain.org.uk) by 5pm, October 28th.

### Key Job Purpose

To lead on the strategic direction, management, implementation and overall coherence of the Summit to Sea project in coordination with the project partnership and taking a multi-sectoral approach.

### Primary Responsibilities and Tasks

- Lead on the strategic direction, organisational development, financial oversight and operational success of the project.
- Develop and articulate a bold vision with key stakeholders which opens a space for change
- Build effective relationships and partnerships to deliver the vision and strategy
- Build relationships across diverse interest groups and develop common values and purpose
- Represent the organisation to the public, other organisations, funders and the media
- Build and manage an effective cross-partner team, including staff/volunteer recruitment, retention and performance management, and work with them and lead partners to deliver the operational plan
- Facilitate a participatory, partnership approach to develop locally led solutions
- Ensure community engagement and community benefits are integral to the project’s development.
- Ensure effective financial management and accountability working to agreed partnership protocols

- Ensure the means are in place for project learning, monitoring and evaluation including the means to shift direction rapidly when required.

## Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> <li>• Significant leadership and programme/project management experience, including demonstrable ability to bring out the best in individuals and teams, motivating and empowering them, and allowing diverse skills development.</li> <li>• Strong strategic skills for turning a challenging idea into a practical reality across a complex multi-disciplinary partnership</li> <li>• Excellent interpersonal, facilitation, negotiation and communication skills; able to motivate and inspire both verbally and in writing</li> <li>• Able to represent the project at all levels and across sectors to achieve specific objectives and strengthen the profile and credibility of the project</li> <li>• Ability to think creatively and adapt actions flexibly to a complex and changing environment.</li> <li>• Financial and budget management skills/experience</li> <li>• Capacity to work independently, problem-solve, handle multiple projects, and exercise good judgment in an organised and professional manner.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership experience across different sectors, e.g. public, business, charity</li> <li>• Ability to communicate in Welsh is highly desirable</li> <li>• Enterprise experience and/or ability to take an entrepreneurial approach</li> <li>• Ability to work skilfully with differing perspectives and communicate challenging ideas convincingly</li> </ul>
Knowledge and Experience	<ul style="list-style-type: none"> <li>• Track record of creating strong multi-disciplinary partnerships and working collaboratively across a wide range of stakeholders at all levels.</li> <li>• Track record of building effective teams to work together towards common goals</li> <li>• Good understanding and first-hand experience of environmental, cultural and land use issues in Wales</li> <li>• Good understanding of and demonstrable enthusiasm for the local Welsh culture and language</li> <li>• Background in or demonstrable understanding of and passion for rewilding/ecosystem restoration.</li> </ul>	<ul style="list-style-type: none"> <li>• Good knowledge of the project area</li> <li>• Understanding and experience of participatory community engagement approaches</li> <li>• Good network of contacts either locally or at Welsh national level</li> </ul>
Behaviour	<ul style="list-style-type: none"> <li>• Inspiring and visionary leader</li> <li>• Commitment to the ambitious approach of the Summit to Sea project</li> <li>• Able to lead as well as support others and work as part of a team.</li> <li>• Takes a creative and entrepreneurial approach to innovation</li> <li>• Builds positive personal and organisational relationships</li> <li>• Strongly self-motivated and able to work under own initiative</li> </ul>	
Other	<ul style="list-style-type: none"> <li>• Able to travel regularly within Wales and occasionally further</li> <li>• Entitlement to work in the UK</li> <li>• UK driver's licence.</li> </ul>	

## Terms and Conditions

**Salary:** Competitive salary circa £40K to £45K depending on experience, plus Rewilding Britain's standard benefits (e.g. 25 days holiday)

**Reporting Lines:** The post holder is line managed by Rewilding Britain's Chief Executive and reports into the Summit to Sea Management Team and Steering Committee.

**Budget Responsibility:** Oversight of all project funding with budget responsibility for Rewilding Britain's allocated funding

**Start date:** November 2018

**Contract:** 35 hours working week, some of which may require some occasional evening or weekend work when required to attend external meetings. Up to six months initial probationary period. Flexible working considered for exceptional candidates.

All candidates should be aware that there is only initial funding for the job role for up to 5 years

**Location:** Working from home in, or near the project area (North Ceredigion/ North West Powys). Meetings may be in all parts of Wales, and include travel to other parts of the UK and Europe.

**Welsh Language:** any candidate that is not a fluent Welsh speaker will be offered and expected to take Welsh language training

**Equality in employment:** Candidates will be shortlisted and selected according to suitability for the post without regard to age, disability, gender reassignment, marriage or civil partnership, pregnancy, race, religion or belief, sex or sexual orientation.