TIR NATUR

Tir Natur Chief Executive Officer

Building the Future of Rewilding in Wales

Job description

Responsible to: Chair of Trustees

Responsible for: All staff, volunteers and property

Reports: Communications Manager, Community Coordinator, Rewilding Manager, Fundraising Manager

Hours and term: 35 hours, subject to 6 months probationary period. 2-year fixed contract. We are happy to consider a job share to bring the right people to the role. Please let us know if you would prefer a part-time position, working with a second person to deliver full-time hours.

Salary: £50,000 per annum *[increasing to £60,000 in year 2]*

Holiday: 33 days including public holidays

Location: Fully remote within Wales. Full UK driving licence travel and access to a car are required to travel to remote locations.

Pension: Our pension plan is with Nest – employee contribution 5%, employer contribution 5%

Job Purpose: The Chief Executive will have responsibility for all management and operational aspects of Tir Natur. Providing inspirational and effective leadership, including the setting and delivery of goals, providing clear direction and managing the Charity in accordance with our charitable objects, and approved strategy (to 2028).

Organisational Leadership and Governance

- Lead the day-to-day management and operations of Tir Natur, ensuring effective delivery of its objectives within agreed strategy, budgets, policies and delegated authority.
- Work closely with the Chair and Board of Trustees, maintaining regular communication, providing clear and timely reporting, and ensuring that emerging risks and significant issues are raised promptly.
- Establish management systems, clear responsibilities and effective ways of working, ensuring that priorities are delivered and organisational performance is monitored.
- Build an effective, supportive and accountable organisational culture, managing and developing staff and key volunteers and enabling staff, volunteers and consultants to contribute effectively.

- Oversee financial management, budgeting, financial controls and reporting, working closely with the Treasurer to ensure sound financial management and compliance with statutory and audit requirements.
- Ensure appropriate systems are in place for risk management, health and safety, employment, data protection, equality, complaints and other statutory and regulatory obligations.
- Promote a culture of learning and innovation, ensuring that evidence, feedback and evaluation inform organisational development and the delivery of rewilding outcomes.

Financial Sustainability and Fundraising

- Lead the development of Tir Natur's long-term financial sustainability, working with the Board and Fundraising Manager to strengthen and diversify income as well as meeting existing financial commitments such as repayment of the land-purchase loan.
- Support the work to develop the funding pipeline and identify opportunities for grants, major donors, corporate support and strategic investment, taking an active role in building key funding relationships.
- Oversee fundraising activity and support events and other initiatives that raise the profile of Tir Natur and attract financial support.

Partnerships, Advocacy and External Engagement

- Act as an effective advocate and spokesperson for Tir Natur, raising awareness of rewilding's potential to contribute to nature recovery, climate resilience, rural economies and community wellbeing across Wales.
- Support the Community Coordinator to build and maintain trusted relationships with local communities, land managers, and other key stakeholders.
- Engage and build strategic relationships with key decision makers and policymakers, including public bodies, elected representatives, environmental organisations, academic institutions, funders and other strategic partners public bodies, policymakers.
- Maintain open avenues for communication with a broad range of stakeholders, identifying opportunities for collaboration and developing partnerships that strengthen delivery and extend the charity's impact.

Strategic Leadership and Impact

- Work with the Board to develop and deliver the charity's strategy beyond 2028, translating its long-term vision into annual business plans, priorities and measurable objectives.
- Lead the development of Tir Natur from its first landscape-scale project towards a sustainable model capable of supporting wider rewilding initiatives across Wales.
- Establish effective approaches to monitoring and evaluating ecological, social and organisational impact, ensuring that evidence informs decisions, demonstrates progress and supports future development.
- Identify strategic opportunities and risks, adapting plans in response to emerging evidence, changing circumstances and learning from delivery.

Person Specification

Welsh Language
Fluent spoken Welsh is essential. The post holder will represent Tir Natur in Welsh and English and engage with Welsh-speaking communities and stakeholders.

Essential experience and knowledge
- Significant experience in a senior leadership or management role, with responsibility for organisational delivery, people and resources.
- Experience of developing effective organisational systems, setting priorities, monitoring performance and using evidence to improve impact.
- Experience of financial planning, budgeting and managing resources to support organisational sustainability.
- Experience of developing and leading effective teams, fostering a collaborative culture and strengthening organisational capability.
- An understanding of the cultural, historical and political context of rural Wales, including differing perspectives on land management, rewilding and nature recovery.
- A strong understanding of, and commitment to, rewilding and the principles that underpin it.

Essential skills and capabilities
- The ability to translate strategic ambitions into clear priorities, practical plans and measurable outcomes.
- Strong interpersonal, communication and influencing skills, with the ability to build trusted relationships across communities, land managers, public bodies, funders and other partners.
- The ability to represent an organisation confidently in the media and engage constructively with challenging or sensitive issues.
- A pragmatic, hands-on and resourceful approach, with the judgement to prioritise effectively in a small organisation with limited resources.
- The ability to identify opportunities, manage risk, adapt to changing circumstances and use learning to improve delivery.
- The ability to work effectively with a Board of Trustees, understanding the respective responsibilities of governance and executive leadership.

Personal attributes
- A passion for rewilding, nature recovery and meaningful community participation.
- A collaborative and inclusive leadership style that builds trust, develops others and encourages shared responsibility.
- High integrity, openness and self-awareness, including the ability to recognise when to seek advice or draw on others' expertise.
- Resilience, determination and a constructive approach to navigating differing views on land management and the future of rural Wales.