



SCOTLAND **THE BIG PICTURE**

rewilding for nature,
climate and people

CHIEF EXECUTIVE OFFICER Recruitment Pack

November 2024

MESSAGE FROM OUR BOARD OF TRUSTEES

Dear Candidate

Thank you for taking the time to consider our vacant Chief Executive Officer position. The Board of SCOTLAND: The Big Picture (SBP) is delighted to consider applications from suitably qualified candidates who are keen on this exceptional opportunity to lead an important Scottish charity.

SBP is a dynamic, progressive and successful charity that is ready for its next phase of development. This is a great opportunity for a highly driven, competent and innovative individual, ideally with a successful background in the charity sector, to put their own mark on shaping our future.

We have a great group of staff and trustees who are exceptionally committed to SBP's mission. We want to meet candidates who are similarly passionate about rewilding and have had experience of leading an organisation and managing and developing people. You will be defined by your work ethic, resilience, initiative and flexibility. This is a 'hands on' opportunity for an empowered individual.

We are committed to building a diverse organisation, so we welcome applications from all sectors of society, regardless of ethnicity, age, gender, disability and/or religious persuasion. In return, we offer you an employee friendly organisation with flexible policies and benefits that will help you deal with the complexities of everyday life.

If you have an ambition to work in a thriving sector and assist SBP in meeting its rewilding goals, we want to hear from you.

Kind regards



Elliot McCandless

On behalf of the Board of Trustees
SCOTLAND: The Big Picture

ABOUT OUR ORGANISATION

SCOTLAND: The Big Picture was founded in 2008 by a core group of conservation media professionals, united by a determination to champion rewilding at a time when most environmental organisations remained nervous about using the term. As the story of rewilding has evolved and matured, SCOTLAND: The Big Picture's reputation as a progressive and authoritative voice has grown and in 2020, we transitioned from a social enterprise to an independent charity.

Today, we remain passionate about inspiring hope and turning the tide for nature through compelling communications and advocacy, while also enabling more rewilding on the ground in collaboration with a wide range of partners at different scales and across different settings.

We remain a relatively small, fleet-footed team, supported by a dedicated group of trustees, believing that agility and a laser focus on our objectives are key to delivering maximum impact, as we continue to push the needle for rewilding in Scotland.

Our spiritual home is the Cairngorms National Park, but our team all work remotely, reducing running costs and ensuring more of our income goes directly to realising our vision of a vast area of rewilded land and water across Scotland, where wildlife flourishes and people thrive.

To achieve this, we work across two focus areas:

1. Driving support for rewilding

We push the boundaries for nature recovery using impactful communication and advocacy, so that more people embrace rewilding as a solution to the climate and biodiversity crises.

2. Committing more land and water to rewilding

We collaborate with partners across different scales and settings to restore ecosystems to full health and function and recover wildlife populations.

Since its inception, SBP has grown rapidly and today, we are one of Scotland's leading champions for restoration of the living systems on which we all depend.

As we enter the next phase of our development, we are seeking to build on the solid foundations laid in recent years, to ensure we are equipped to make more rewilding happen across Scotland.

The recruitment of a Chief Executive Officer (CEO) represents an exciting opportunity to lead nature recovery in Scotland within a dynamic, impactful charity.

For further information, on our strategy, please see Appendix 1.

For further information on our team structure, please see Appendix 2.

REWILDING

For SCOTLAND: The Big Picture, rewilding is an evolving process of nature recovery that leads to restored ecosystem health, function and completeness.

Our view of rewilding is built around these principles:

- Providing the space and conditions for dynamic natural processes to shape and govern Scotland's land and seas.
- Recognising the critical role of all species – including missing native species – in sustaining functioning food webs and other ecological interactions.
- Nurturing nature recovery at different scales and accepting that approaches to rewilding can look and feel quite different, and still offer valuable benefits.
- Improving connectivity across fragmented habitats to give species more freedom to roam, supporting biodiversity recovery and climate resilience.
- Helping communities to prosper in a diverse, nature-based economy that works in tandem with ecological recovery.

Rewilding for nature

It wasn't so long ago that wild forests, free-flowing rivers and rich wetlands stretched across much of Scotland, supporting a complex web of life. Today, despite its majestic vistas, Scotland's land is emptier and poorer, its wildlife diminished.

We have to recognise what has been lost, but more importantly, also imagine what could return. Nature is not just a collection of species, it's a complex set of processes and interactions that keep ecosystems functioning - predation, scavenging, birth, death, decay and regeneration.

Rewilding works to revitalise these dynamic natural processes, driving the recovery of Scotland's nature.

Rewilding for climate

Science tells us that the next ten years will be critical in addressing climate breakdown. A huge shift in our thinking is required to drive the change needed within this frighteningly narrow window.

Nature has ready-made solutions to a changing climate, if we choose to embrace it. Healthy native woodlands, peatlands, saltmarshes and seagrass meadows soak up huge amounts of CO₂. When these living systems function as they should, they can also reduce the impacts of flooding, drought and wildfires.

In restoring ecosystem health and locking away carbon, rewilding is a vital tool in the fight against climate change.

Rewilding for people

A nature-rich Scotland is good for people. Beyond the joy and wonder it provides, which is essential for our wellbeing, nature is our life-support system. Clean air and water, a stable climate and fertile soils are fundamental to our own existence.

Rewilding also provides the opportunity for communities to grow and prosper by working with nature. It can create jobs in hospitality, food production, research and restoration, sustainable hunting, timber products and natural capital investment.

Rewilding also presents new opportunities for sustainable business, strong communities and public wellbeing.

Rewilding in Scotland

The appetite for rewilding is growing across Scotland. In some places, whole landscapes are already being transformed with young forests sprinting up hillsides, drained peatlands rewetted and constrained rivers allowed to flow freely again. Wild animals, such as beavers, red squirrels and golden eagles are being reintroduced to roam unimpeded across a landscape shaped and governed by natural processes.

In towns and cities, passionate communities are working together to create more space for bats, bees and butterflies, in parks, gardens and public spaces.

The vision that unites rewilding at these different scales, is one of restoration and recovery – a commitment to transform our degraded ecosystems so that they work in all their colourful complexity.

CHIEF EXECUTIVE OFFICER

Role description

PURPOSE OF THIS ROLE

The Chief Executive Officer (CEO) will be the principal officer and key strategic leader of the organisation. They will work closely with the Board of Trustees and Senior Management Team to develop strategies and plans to ensure the long-term, financial sustainability of the charity. The CEO will oversee aspects of the SBP's strategic development ensuring that all personnel in their charge are subject to effective management and support within the framework of the charity's personnel and organisational development strategies.

KEY LIAISONS

The CEO will report to the Board of Trustees and work closely with the Senior Management Team to deliver on the charity's mission, vision and objectives. They will engage the wider employee team to inspire and motivate them, fostering a positive culture of impact, collaboration, and innovation.

Externally, the CEO will play a leading role in enhancing relationships with donors, partners, supporters, agencies and other organisations to raise the charity's profile and optimise outcomes.

KEY DUTIES/RESPONSIBILITIES

People:

- Foster a culture of excellence, collaboration, and innovation. Attract, develop, and retain talent.
- Empower employees to achieve their full potential, develop depth, capability and ownership within teams, to enable each individual to contribute to the organisation's success and feel supported and fulfilled in their roles. In all of this, uphold organisational values, lead by example and commit to the principles of equity, diversity and inclusion.

Operations:

- Provide guidance and direction to functional leaders to ensure operational efficiency and effectiveness.
- Implement effective processes and workflows while maintaining momentum and agility.
- Delegate tasks and responsibilities effectively to others, according to the charity's evolving strategic and operational needs.
- Ensure the efficient and profitable delivery of projects and services by managing capacity plans, budgets, and the charity's project management systems.

Finance:

- Oversee financial performance, demonstrating financial literacy in relation to VAT, management accounts, job costing, auditing, budgeting, financial forecasting and the reporting requirements of funders and donors.
- Be fully conversant with the expectations of Inland Revenue, HMRC, Companies House and the Office of the Scottish Charity Regulator.
- Demonstrate experience in developing financial plans and long-term business strategies

Stakeholder engagement:

- Build and maintain strong relationships with key stakeholders.
- Work closely with the Senior Management Team to effectively liaise with existing and prospective stakeholders and sustain the charity's growing visibility and credibility in the rewilding space.
- Use advanced influencing skills to build and maintain strong relationships with senior leaders in public, private, and voluntary sector organisations.
- Ensure the charity communicates its impact effectively and shapes and influences future rewilding policy in Scotland.

Governance and Board relations:

- Work closely with the Board of Trustees to develop organisational strategy and ensure good governance practices.
- Prepare and present reports to Board covering all aspects of the charity's corporate operations.
- Be legislatively literate particularly in relation to Data Protection, Health & Safety, Disclosure, Employment Law, Company Law, Charity Law, Human Resources and Finance and Procurement.
- Be fully conversant with the needs of Non-Executive Directors/charity trustees, in relation to their governance responsibilities, as well as the role they undertake on behalf of wider stakeholders.

Risk management:

- Identify and mitigate internal and external risks that may impact the organisation's reputation, financial stability and/or operations.
- Implement robust management procedures and practices that meet with best practice ensuring that the charity is professionally and legally compliant at all times.
- Maintain the charity's Risk Register and report to Board.

Innovation and growth:

- Lead the charity's strategy for innovation, fundraising, inward investment, and business development.
- Create an environment that fosters proposals for new projects and initiatives, and lead on the production of project initiation documentation to secure these opportunities.
- Explore new opportunities and partnerships to drive sustainable and measured growth, aligned with organisational strategy.

Impact:

- Work with the staff team to develop appropriate metrics for measuring and delivering impact – both to enable effective communication of impact externally to funders and supporters, and to provide information to inform internal evaluation and strategy discussions with the Board and Senior Management Team.

Note: This is not an exhaustive list of tasks and are to be used as a guide to the key responsibilities and duties that are allocated to the role.

CHIEF EXECUTIVE OFFICER

Person specification

ESSENTIAL EXPERIENCE, SKILLS AND ATTRIBUTES

- High level of personal and professional integrity, with a clear commitment to SBP's mission and values.
- Experience in supporting or managing teams across a range of functions, including administrative, operational, and managerial roles.
- Substantial experience in capacity building, with a strong commitment to personal development and skills growth.
- Proven ability to lead teams and contribute to creating a positive, collaborative working environment.
- Experienced with performance management processes that support operational effectiveness and efficiency.
- Experience of senior leadership or management within a registered charity or similar sector.
- Experience of dispute resolution in the workplace associated with disciplinary, grievance and capability issues.
- Proven strategic planning and business acumen, with the ability to translate vision into action in a rapidly changing sector.
- Compelling communication and presentation skills and competencies.
- Demonstrable ability to build and nurture relationships with diverse stakeholders, including funders.
- Financially literate within the context of a registered charity.
- Effective decision-maker, with a focus on results and accountability.
- Demonstrable passion for rewilding / nature recovery with a good understanding of the challenges and opportunities across the rewilding sector.
- Knowledge of relevant Charity and Company Law.
- Candidates must be based in Scotland.

DESIRABLE

- Experience of rewilding/nature recovery in Scotland.
- Understanding of how to influence environmental policy and advocate for legislative changes that support nature recovery.
- Experience of engaging with the Scottish Government, local authorities, public bodies and non-government organisations.
- Knowledge of Scottish and UK environmental laws, policies, and regulations related to conservation, land use, and marine ecosystems.
- Experience of Public Affairs, Media relations and communications.
- Experience of producing and segmenting communications to a range of audiences.
- Experience in identifying, cultivating, and maintaining productive relationships with donors.
- Good understanding of the social and cultural tensions associated with land use change.

CHIEF EXECUTIVE OFFICER

Key terms and conditions

Salary: £60k FTE.

Place of work: This role is currently home-based. The CEO must have main residence in Scotland.

Duration: This is a permanent position.

Hours: 30 to 37.5 working hours per week (0.8 - 1.0 FTE), between Monday and Friday. Some evening and weekend working may be required, for example, attending events.

Flexibility: Subject to ensuring that the requirements of the role are met, we endeavour to meet the flexible working needs of all employees.

Annual leave: 28 days per annum, including public holidays. Note that SBP operates a five-day office closure over the festive period and these days do not need to be taken from annual leave.

Pension: Employer contribution of 5% if matched 3% by employee.

Travel and subsistence: Attendance of meetings and events held in other parts of Scotland will be required. Travel expenses will be paid in accordance with SBP's expenses policy.

Probationary period: 6 months.

Notice period: 3 months.

TO APPLY

Please submit the following information:

- A covering letter setting out what attracts you to the post – one page of A4 size of paper.
- An up-to-date CV.
- A supporting statement that sets out how you meet the essential criteria of the Person Specification – this must not exceed two pages of A4 size paper.
- A completed Equal Opportunities Monitoring Form.

Applications should be sent to: recruitment@brucetaitassociates.com.

Unless otherwise arranged, **all applications must be sent by email.**

For further information

Candidates are encouraged to speak with SCOTLAND: The Big Picture's retained recruitment adviser to find out more about this opportunity.

Please contact Derek Robertson, Senior Associate, at derek@brucetaitassociates.com to arrange an appointment. (This will only be arranged once candidates have received and reviewed the recruitment pack.)

Equal opportunities

SCOTLAND: The Big Picture is committed to equality of opportunity for all and we make recruitment decisions by matching our operational 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 partnership.

Interviews

The first round of interviews will be conducted online. Candidates progressing to the second round will be invited to attend an in-person interview. The location for in-person interviews will be confirmed in due course but is expected to be within central Scotland.

First round interviews: Week beginning 20th January

Second round interviews: Week beginning 27th January