HEAD OF PHILANTHROPY

REWILDING BRITAIN



INTRODUCTION

Imagine a Britain where nature is restored across 30% of our land and sea - where thriving, self-sustaining ecosystems reconnect us with the living world, revitalise local economies, and build resilience against climate breakdown.

Since 2015, Rewilding Britain has spearheaded a movement that has begun shifting rewilding from a niche idea into a national priority. We aren't just advocating for incremental policy tweaks; we are catalysing systemic change and tangible action.

Grounded in scientific rigor, radical hope, and practitioner experience, we test daring ideas in the wild and bring diverse voices together across landscapes, seascapes, coastlines, and causes. We work with agility, courage, and deep curiosity - questioning the status quo, shifting power dynamics, and demonstrating what's possible when people and nature thrive together.

Our culture is open, collaborative and grounded in trust. We work across places and disciplines, bringing different perspectives together and creating the space to think creatively, test ideas and learn from our shared experiences

We are at a pivotal point to deliver our highly ambitious Wild By Nature strategy. This role will be central to how we fund this ambition.



Kate Barclay
Director of Fundraising
Rewilding Britain



Rebecca Wrigley
Chief Executive
Rewilding Britain



ABOUT US

Rewilding is one of the most powerful ways to restore nature, address climate breakdown, and create thriving communities. Rewilding Britain is helping create a wilder Britain for nature, climate and people. We're inspiring a movement of rewilders across Britain's land and seas – a groundswell of hope, so that together we can ensure a wilder, nature-rich future that benefits us all.

OUR VISION

Our vision is to see rewilding flourishing across Britain, reconnecting us with the natural world, sustaining communities and tackling the climate and ecological crises.

OUR AMBITION

Our 2030 ambition is to see a massive upscaling of rewilding, supporting a rich and diverse mosaic of habitats and species across 30% of Britain's land and seas. This will allow nature to flourish while delivering significant ecological, economic and social benefits for and with people and communities.



We inspire people across Britain, including decision-makers, to unite and take positive action for a wilder world.

OUR VALUES

How we do things as an organisation is just as important as what we do. Rooted in who we are, our values flow through everything we do, from the smallest act to the biggest ambition.



Together, our team has developed a set of values that capture our culture and will guide our future.

TRANSFORMATIVE

We're inspired by the resilience and complexity of nature, working with creativity and purpose to catalyse systemic change and shift the way people relate to the living world.

COURAGEOUS

We lead with bravery, hope and respect, challenging convention to uncover new possibilities at nature's scale. We move with agility, unafraid to tread new ground – from peatlands to policy rooms.

CURIOUS

We're open-minded and playful in our approach, welcoming diverse perspectives, exploring daring ideas, and finding equitable rewilding solutions in a complex and changing world.

COLLABORATIVE

We create space for people to come together, across landscapes, coastlines and causes. We connect ideas, people and efforts so that rewilding can take root and thrive.

CREDIBLE

We ground our work in evidence and insight, act with integrity and transparency, and share what works. We test ideas in the wild, learning and adapting as we go.

OUR STRATEGY

Our long-term aim is to see 30% of Britain's land and seas rewilding, guided by local community, culture and context. That's why the 2030 objectives in our *Wild by Nature* strategy take a systems change approach.



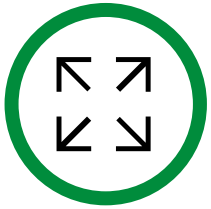
NORMALISE REWILDING

Rewilding is embraced in the public narrative as an inspiring, viable and productive use of 30% of the land and seas that has people and communities at its heart.



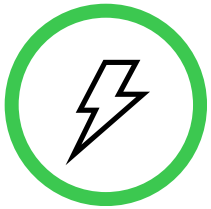
ENABLE REWILDING

Rewilding is embedded in mainstream policy, legislation, funding, research and technology, driving a transition towards 30% rewilding of land and seas across Britain.



SCALE UP REWILDING

A diverse portfolio of large-scale land and marine rewilding initiatives demonstrate the viability and ecological, economic and social benefits of rewilding – providing inspiration and evidence that influences others.



INNOVATE REWILDING

A growing and diverse network of rewilding changemakers drives innovation, shares learning, and demonstrates the potential and viability of rewilding, creating ecological connectivity across land, seas and urban spaces



STRENGTHEN OUR FOUNDATIONS

Rewilding Britain is an inspiring, collaborative and inclusive organisation with the governance, income and culture that enables our people to deliver with energy, expertise and enjoyment.

WHAT WE'RE LOOKING FOR

JOB PURPOSE

We are looking for an experienced, ambitious philanthropy professional to support Rewilding Britain to unlock transformational gifts, taking responsibility for both strategic development and frontline fundraising.

Reporting to the Director of Fundraising and Partnerships, your focus will be on building the pipeline with high net worth individuals, philanthropic trusts and complex funding opportunities.

In a role that is both strategic and operational, you will drive an increase in major gifts from High Net Worth Individuals (HNWI) and philanthropic organisations with the potential to give significant donations of at least six figures. At the core of this work will be effective relationships, exceptional stewardship and enlightened acquisition of new funding partners, backed by senior level networking and visibility.

What matters most for this role is an appetite to help bring in transformational gifts by working strategically and collaboratively, driving the growth of the rewilding movement.

OBJECTIVES OF THE ROLE

Drive transformational funding: You will build and grow a strong major gift programme, with clear direction and coaching for the team to grow the income from HNWI individuals and philanthropic trusts and foundations.

Nurture relationships: You will be personally responsible for developing and managing relationships with major philanthropists, foundations and strategic partners.This will include working across the team to identify, shape and secure opportunities and set targets, to build strategic connections and donor engagement.

Lead with purpose and values: You will provide direct line management to the Philanthropy Manager and the Trust & Foundation Manager, nurturing a supportive, agile and high performing team culture.

RESPONSIBILITIES

FUNDRAISING LEADERSHIP

- Lead the delivery of a transformational major gift strategy for significant growth of sustainable income to deliver Rewilding Britain's objectives.
- Position and raise Rewilding Britain's profile as an impactful and desirable cause for philanthropic support.
- Develop and manage donor strategies to set and deliver targets for sustainable philanthropic growth.
- Identify and develop new opportunities for philanthropic growth, bringing fresh thinking and approaches to fundraising.
- Provide strategic oversight of the major gift pipeline, opportunities and relationship management.
- Build relationships and networks to support the programme, working with the Fundraising Team and Senior Leadership Team, the Trustee Board, ambassadors and programme teams as required.

PROSPECTING, CULTIVATION AND STEWARDSHIP

- Develop, manage and grow a high priority portfolio of high value HNWI and organisations.
- Build relationships with key prospects and donors.
- Work with the Philanthropy Manager, the Trusts and Foundations Manager and the wider Fundraising Team to ensure accurate, timely and inspirational proposal writing and reporting.
- Oversee the development and implementation of high quality engagement activities to ensure that the needs of high value giving relationships are exemplary and appropriate for Rewilding Britain.
- Oversee tracking of prospect research and major giving revenue projections.
- Directly manage a proportion of high value funding relationships.

LEADERSHIP AND TEAM

- Work in close collaboration with the Director of Fundraising to ensure smooth, efficient and effective delivery of the major gift fundraising strategy.
- Play a strategic and operational bridging role for fundraising as part of a wider extended leadership team.
- Lead, support and line manage the Philanthropy and Legacy Manager and the Trusts and Foundations Manager.
- Provide leadership for the wider Rewilding Britain team in relation to philanthropy, legacies and trusts/foundations.

CROSS-ORGANISATIONAL

- Keep ahead of innovation and developments in philanthropic giving, particularly related to environmental and conservation issues.
- Support the wider fundraising team where needed.
- Work with the wider team to ensure strategy for income generation is informed by data-driven insights.
- Adhere to data protection guidelines, policies and best practice.

BEING A 'HEAD OF' AT REWILDING BRITAIN

As a highly collaborative team, we know we are at our most effective when leadership is distributed and individuals and teams are empowered to make decisions and take action.

Making and acting on decisions shouldn't be driven by hierarchy or control in an organisation that emulates a living system. Our 'Heads of' act as a bridge between our big-picture strategy and our day-to-day operational execution.

As part of our Extended Leadership Team, 'Heads of', together with our Senior Leadership Team, enable agility and nimble action, supporting individuals and teams to have confidence in and ownership of the decisions they make. Alongside their individual role description, all 'Heads of' have the following responsibilities:

STRATEGIC LEADERSHIP AND VISION

- Strategy Development: In line with our systems thinking approach, define and execute the long-term vision, strategy, and roadmap for your area of responsibility.
- Resource Allocation: Manage annual budget planning and delivery for your area of responsibility, aligning your resources to our priorities.
- Extended Leadership Team: Play an active role in our Extended Leadership Team (Senior Leadership Team and Heads of), preparing for, contributing to, and leading on strategic discussions to enable collaborative decisions that move us towards achieving our ambition.

TEAM ENABLING AND PEOPLE LEADERSHIP

- Values Integration: Be an active exemplar of Rewilding Britain's values (Transformative, Courageous, Curious, Collaborative, Credible), embedding them into day-to-day activities, decisions, and culture.
- Team Leadership and Support: Lead, line-manage, and support your team in their area(s) of expertise, fostering a high performing, collaborative culture.
- Cross-Organisational Working: Embrace Rewilding Britain's collaborative, cross-organisation approach to organising our work, ensure your area of responsibility and team members engage in this approach to delivery.
- Performance Review: Agree clear annual objectives and personal development plans for your team members and regularly review through 1-2-1s and formal performance reviews.



BEING A ‘HEAD OF’ AT REWILDING BRITAIN

OPERATIONAL DELIVERY AND SYSTEMIC INFLUENCE

- **Catalytic Delivery:** Oversee high-impact projects ensuring key milestones are delivered with agility and ambition, on time and within budget.
- **Community and Partner Engagement:** We enhance our impact through identifying and nurturing partnerships wherever possible. Embrace open-mindedness and welcome diverse perspectives to build and nurture strong, equitable relationships across a diverse group of partners and funders relevant to your area of responsibility, working with them to achieve our strategic objectives.
- **Evidence and Evaluation:** Engage with our Impact Framework, establishing key metrics to demonstrate impact, regularly reporting outcomes as part of our reporting cycle.
- **Risk and Compliance Management:** Engage with our Opportunity and Risk Framework, enabling your area of responsibility to maximise opportunities whilst stewarding resources and proactively mitigating risks.
- **Learning and Improvement:** Practice reflection and learning, identifying with your team shifts, improvements and emerging best practices to drive innovation and great decisions.



SKILLS AND EXPERIENCE

ESSENTIAL

Philanthropy and fundraising:

- Excellent communication, relationship-building and influencing skills with the ability to engage high-net-worth individuals, senior leaders, ambassadors and trustees.
- Experience of successfully developing and delivering a major gifts strategy.
- Experience of personally raising six or seven figure gifts from individuals.
- Experience of managing the full donor journey, from prospect identification to long-term stewardship.
- Experience of managing donor portfolios, pipelines, budgets and income forecasts.

Leadership and team:

- Experience of leading and supporting high-performing individuals or teams with a collaborative and empowering approach.
- Strong networking skills with the ability to leverage connections to create new opportunities.
- Collaborative, confident and sensitive approach to team-working.
- Excellent planning and organisational skills, with the ability to manage opportunities simultaneously.

DESIRABLE

- Experience of pipeline and opportunity management through CRM.
- Coaching other fundraisers to develop high level fundraising skills.
- Experience of working within environmental, nature restoration or climate sectors.



Our away days bring staff and trustees together, often at a rewilding project, to inspire, build relationships and plan for the future.

BEHAVIOURS

LIVING OUR VALUES

We seek candidates who engage with our values and can demonstrate how they would put them into practice as part of our team. Specifically for this role, we are seeking candidates who are:

Transformative: You think beyond incremental change, seeking creative, boundary-pushing ideas to shift power and transform systems.

Courageous: You lead with bravery and hope, challenging conventional norms with diplomacy, composure, and confidence.

Curious: You are open-minded, playful in problem-solving, and actively seek diverse perspectives to build equitable solutions.

Collaborative: You create psychological safety for your team and open space for allies across landscapes, causes, and sectors to achieve collective impact.

Credible: You lead with integrity, root arguments in solid evidence and real-world practice, and deliver with rigor and accountability.



TERMS AND CONDITIONS AND STAFF BENEFITS

TERMS AND CONDITIONS

- Working Pattern: 35 hours per week (Full Time) with flexible working arrangements.
- Salary: £53,302 per annum.
- Location: Home-based (virtual team across Britain).
- Travel: Travel across Britain for face-to-face team gatherings, stakeholder meetings, and networking events (with some overnight stays), subsidised by Rewilding Britain.

BENEFITS

We pride ourselves on our friendly, inclusive culture where everyone's ideas and perspectives are welcomed and valued across the organisation. You'll be part of a passionate, purpose-driven organisation, working collaboratively to restore nature across Britain and create a more resilient future for both people and wildlife.

We offer a comprehensive benefits package designed to support your wellbeing, flexibility, and professional development, including:

Compensation:

- Generous pension contribution of 4% matched, which can be increased to 6% matched by request.
- We benchmark our salaries on a regular basis to ensure we offer fair and competitive remuneration.

Leave and flexibility:

- 25 days of annual leave, rising to 30 days over 5 years.
- Flexible working arrangements.

Work environment:

- We are a virtual team who work from home. We will support you to achieve a suitable virtual working environment.
- We also offer access to regional co-working spaces to enable regular co-working and in person team meet ups.

Health and wellbeing:

- Subsidised eye tests and glasses if required for display screen equipment.
- Access to our Employee Assistance Programme to support wellbeing.
- Access to a range of health and wellbeing discounts through the wellbeing scheme provided by our insurers.

Learning and development:

- A comprehensive Learning and Development programme tailored to individual and organisation-wide needs, supported by a protected budget.

APPLICATIONS

HOW TO APPLY

To apply, we require:

1. Your CV and a cover letter (max 3 pages in total)
2. Completion of our equal opportunities monitoring form. Rewilding Britain is committed to promoting equality, diversity, and inclusion in our recruitment. Monitoring helps us better understand who applies for our roles and ensure our hiring process is fair and accessible for everyone. Our team will immediately separate your submission from your application, the hiring panel will never see your answers, and they will have no impact on your application.
3. A written submission (max 750 words) or a short video presentation (recording in landscape, max 4 minutes) in response to this question.

How would you frame Rewilding Britain's systemic work to a high-net-worth individual who currently only funds traditional conservation or is entirely new to environmental funding? What core message would you use to spark their curiosity and encourage a transformative shift in their philanthropic approach?

Please send your application to **jobs@rewildingbritain.org.uk** by **9am on 4 December 2026**. If you decide to submit your task as a short video, please provide a link where we can view it for the duration of the process. We will not download and store your video.

- 1st stage interviews: Held online via Zoom on **16 December 2026**.
- For candidates that pass this stage, an in person second interview will be held on **6 January 2027** with the location to be confirmed with the candidates.

Our commitments

- Equality and Inclusion: Candidates will be shortlisted solely on suitability for the post without regard to age, disability, gender reassignment, marriage/civil partnership, pregnancy, race, religion or belief, sex, or sexual orientation.
- Transparency and AI: We actively screen for content that is AI-generated. While we acknowledge the benefits of AI, human beings review and shortlist every application. Please be transparent if you use AI tools during your application journey.
- Right to Work: Candidates must have a valid Right to Work in the UK.

THINK BIG.
ACT WILD.

Thank you for your interest in becoming our new Head of Philanthropy.

REWILDING BRITAIN

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