



## Terms of Reference

### Programme Director for Rewilding Climate Solutions Poland

#### Background

Rewilding Oder Delta is part of Rewilding Europe as a pan-European initiative that advocates a vision for a wilder Europe with natural and socio-economic land transition coupled with revitalized economies, positive natural climate solutions impact and social-cultural heritage in rural areas. This is achieved by developing large-scale rewilded landscapes where wild nature and wildlife can thrive and in parallel support new competitive, sustainable, and enterprising rural business environments for people.

The Oder Delta is “a wild hub on a green crossroad” characterized by a unique mosaic of peatland, wetlands, forest, and coastal areas. Problems such as biodiversity loss and climate change are in urgent need of practical solutions, and the coming ten years are critical for addressing these. We are glad to see a growing interest by key players in the financial sector to invest in nature-based solutions and develop a nature-positive portfolio. There is, however, a considerable lack of investable and impactful projects. This needs to change.

The Oder Delta is a great landscape where we can mobilize the financial sector to amplify and scale-up rewilding by developing innovative nature-based solutions following rewilding principles. To push this further and scale up these rewilding solutions, Rewilding Europe is developing a commercial approach (a Rewilding Climate Solutions entity) and related local commercial entities in Sweden and Poland. Rewilding Climate Solutions will focus on scaling up rewilding activities utilizing carbon finance, among other financial mechanisms.

For setting up the entity in Poland and further developing the commercial approach, we are now seeking a local programme director with expertise in business development.

#### Role

The Local Programme Director will be responsible for the development of “Rewilding Climate Solutions Poland”, determining the strategy, building the team and the oversight of carbon projects within the Oder Delta.

The Local Programme Director will initially be employed by Rewilding Oder Delta and once Rewilding Climate Solutions Poland is launched, will transfer to being the Director of this newly incorporated company. The Local Programme Director will

work closely with Rewilding Oder Delta, the Head of Enterprise of Rewilding Europe, and the Rewilding Climate Solutions teams.

## **Roles and responsibilities**

The main roles and responsibilities of the Local Programme Director will include:

- **Develop legal structure** for local entity including capacity in building and developing a local team with the perspective to take responsibility for future management.
- **Strategic planning**
  - Work with central and local team to further develop the Polish strategy for Rewilding Climate Solutions.
  - Collaborate on the development of a business plan and financial model.
- **Land Access**
  - Analyse land purchase opportunities and determine the best mechanism to access land in the Oder Delta for rewilding financed by carbon credits.
  - Once determined, implement the access of land, and hire necessary land brokers / additional capacity to implement.
  - Prepare, negotiate, and sign contract(s) with landowner(s).
- **Restoration and rewilding coordination**
  - Oversee restoration and rewilding of land.
  - Coordinate external partners, including Wetlands International.
  - Coordinate service providers, including restoration contractors and monitoring
- **Carbon Project Development**
  - Oversee identification, implementation, and management of carbon projects, based on rewilding activities in Oder Delta.
  - Oversee the carbon project implementation (from start to completion) and managing the generation of carbon credits.
  - Identify and set up partnerships with (local) entrepreneurs, landowners/users, and business experts.
- **Financial management**
  - Manage the cash flow of the business and bookkeeping.
  - Identify and deploy other income sources including subsidies.
  - Organise and manage the annual financial audit.
  - Coordinate legal and accounting firms.
- **Reporting**
  - Role reports to local project coordinator and communicates updates to Rewilding Europe Rewilding Climate Solutions team.
  - Reporting activities on a monthly and annual basis.

## **Qualifications**

The candidate brings the following qualifications:

- Master's degree in relevant discipline.

- Extensive knowledge and wide network of entrepreneurs and companies within the related sectors.
- Professional and hands-on approach, motivated entrepreneur / professional and go-getter.
- Experience of managing and founding a business is desirable.
- Wetland restoration and carbon credit development expertise will be an advantage.
- Understanding of broader conservation issues in a European context.
- Full proficiency in Polish (read, written, and spoken) is required, proficiency in English and German is desirable.
- Passionate about Rewilding Oder Delta's mission, vision, and objectives.
- Ideally based locally (Oder Delta/Rothenklempenow, close to Szczecin), although working remotely is a possibility.

### Competences and skills

Able to work pro-actively, independently, strong analytical skills, ability to translate ideas to actions and solutions (can-do mentality), enthusiastic, determined, and high level of quality standards throughout the work. Entrepreneurial, team player and able to work in an international setting.

### Remuneration

This will depend on the educational level, background, expertise, level of experience and country of residence of the successful applicant.

### Apply

Applications should be sent to [info@rewilding-oder-delta.com](mailto:info@rewilding-oder-delta.com) **before 8th August 2022** including a CV, motivational letter, and salary expectations. Any questions regarding this position should also be sent to this email address. Interviews will be held from 15<sup>th</sup> - 19<sup>th</sup> August 2022.