



## REWILDING ODER DELTA - POSITION DESCRIPTION

### HEAD OF WILDER NATURE

<b>Position:</b>	Head of Wilder Nature
<b>Employer</b>	Rewilding Oder Delta e.V. (Poland and Germany)
<b>Reporting to:</b>	Managing Director for the Oder Delta rewilding landscape
<b>Direct reports:</b>	All staff within the Wilder Nature team (11 staff in 2025)
<b>Location:</b>	Lindenstrasse 24, 17321 Rothenklempenow (Germany) with flexibility for remote work
<b>Type of Contract:</b>	Employment Contract (1 FTE) – 5 years with 6-month trial period
<b>Salary:</b>	Competitive, based on experience
<b>Language:</b>	Oral and written communication skills in both Polish and English
<b>Application to:</b>	<a href="mailto:info@rewilding-oder-delta.com">info@rewilding-oder-delta.com</a> – by: 22.01.2025

### Rewilding Oder Delta's mission

The transboundary Oder Delta landscape, in Germany and Poland, is one of the Rewilding Landscapes of Rewilding Europe. As an independent non-profit association, [Rewilding Oder Delta](#) (ROD) works to achieve its own rewilding vision for the landscape. As part of [the Rewilding Europe Network](#) with 10 other landscapes it is contributing to a broader vision of Europe as a place where wilder nature is valued and treated as crucial for a prosperous and healthy society.

### Main role and function

The main role of the Head of Wilder Nature, as a member of ROD's management team, is to deliver on ROD's strategy for wilder nature, build an effective transboundary team and develop and implement an impactful programme of work, in both Germany and Poland. This programme of work aims to rewild and reconnect ecosystems across the Oder Delta landscape, including coastal and marine habitats, by restoring natural processes and enabling the comeback of important keystone species.

### Main responsibilities

#### The main responsibilities of the Head of Wilder Nature are to:

- Deliver ROD's strategy on Wilder Nature by driving forward ROD in all aspects of its work on the recovery of functional ecosystems, land access and the restoration of wetlands, rivers, forests, and coastal and marine ecosystems, as well as wildlife comeback and co-existence.
- Provide overall leadership and inspiration to the Wilder Nature team, leading by example, setting performance targets and taking responsibility for workload management, and building an effective team in a sustainable way and establishing opportunities for staff development that maximise the potential of team members in the most effective way.
- Ensure the team delivers tangible and impactful results by developing clear operational plans, monitoring plans, and yearly workplans and budgets, and ensuring compliance with ROD's internal procedures.
- Ensure timely technical and financial reporting to donors and partners.
- Develop and maintain close relationships and constructive dialogue with key stakeholders, and establish and formalise strategic partnerships.

- Contribute to the development and implementation of fundraising strategies and proposals for the Wilder Nature programme of work.
- Contribute effectively to meetings and decisions about ROD as a whole, as part of ROD's management team.
- Work closely with the Head of Nature for People and Building Engagement to ensure close coordination, and that the economic and wider benefits of rewilding are achieved and showcased.
- Act as spokesperson for ROD regarding wilder nature, alongside other members of the management team.
- Work closely with the Rewilding Europe's central team to maximise their input, use lessons learned and ensure linkage with centrally led initiatives and activities.
- Report to the Managing Director, ensuring that she/he has all the necessary information required in order to carry out her/his duties of strategic oversight and support.

### **Working relationships**

Apart from the formal reporting and line management relationships mentioned above, the key working relationships of the Wilder Nature Manager are:

- *Internal:* Works very closely with ROD's management team, and Rewilding Europe's central team.
- *External:* Interacts and builds positive relationships with a variety of local stakeholders and partners, such as government institutions, local authorities, hunters, fishers, farmers, landowners, protected area managers, NGOs, donors, politicians, opinion leaders, entrepreneurs, and others.

### **Profile**

#### *Required qualifications*

- Masters-level degree in the field of natural resources management/conservation, wildlife ecology or related fields.
- At least 5 years of relevant professional experience in the conservation sector or related fields.
- Proven experience with project management, leading, supervision, planning and reporting, particularly in a multicultural or transboundary context with diverse teams
- Proven track record in fundraising and grant management.

#### *Required skills and competencies*

- Strategic thinker with ability to lead and motivate colleagues and external parties towards the rewilding vision and objectives.
- Proven leadership and stakeholder engagement skills, or business development background.
- Very results-oriented, pro-active, hands-on approach, outgoing and entrepreneurial attitude, structured approach to work.
- Excellent inter-personal skills and interest in working with local authorities, government institutions, local entrepreneurs, landholders, conservation managers and others.
- Oral and written communication skills in both Polish and English; Fluency in German would be a significant asset.
- Adheres to values like passionate & optimistic, challenging and inspiring, credible and accountable, persevering and delivering results.
- Strong local network in Poland and/or Germany.



- Willingness to live and work in the Oder Delta landscape, with significant time at ROD's headquarters near Szczecin (Poland)
- Fully supports and endorses the missions and visions of ROD and Rewilding Europe.
- Nice-to-Have: Knowledge of administrative legal requirements

#### **What we offer**

- 30 days annual leave
- A wonderful, supportive team that fosters collaboration and growth
- A peaceful and idyllic workplace, perfect for focused work and creativity
- Monthly team meetings on-site to connect and align with colleagues
- Regular office days combined with the flexibility of working from home
- A spacious, shared kitchen for enjoyable breaks and team lunches
- Spectacular sunsets to enjoy after work
- Opportunities for professional development and continuous learning
- A competitive salary, Capital-forming benefits and Jobticket

#### **Documents to be submitted**

- Cover letter
- CV
- Motivation letter
- Contact information of at least 2 references (one of a present or former team member and one of a former superior)
- Employment references