

## Heal Rewilding Business Development Manager – Corporate Relationships Recruitment pack

**Contract type: Permanent, flexible; would consider part-time and job shares**  
**Salary: £30,000 annually with potential £2,500 a year bonus for exceeding targets**



**Welcome from our acting CEO and Chair of Trustees,  
Jan Stannard**

Hello and thank you for taking the time to find out more about Heal's exciting new role of Business Development Manager.

Heal's name is its purpose: heal the land, heal nature, heal ourselves. Heal is giving land back to nature, forever. Our vision is a Heal site in every English county, rewilding 25,000 acres over time and creating multiple havens for wildlife. Heal's sites will be self-supporting, generating revenue from eco-tourism, educational courses, events and more. We want to bring hope and optimism, acting as a focus for individual and corporate involvement in nature recovery, the mitigation of climate change and people's wellbeing through access to nature. Heal was set up to enable individuals and organisations to be involved in a direct, practical way, giving not only financial support but also skills, experience, ideas and knowledge.

We are a new organisation, launching a week into the first lockdown, and we are really proud of what we have achieved over the past year. We have founded an organisation which gives everyone, together, a way to take practical action on the ecological and climate crises, particularly our affordable [Heal 3x3 land sponsorship scheme](#). We have built an audience of 10,000 followers and supporters across multiple platforms; we have created and harnessed the expertise of our [Future Advisory Youth Panel](#); and recently we have secured the support of Caitlin Moran and Hugh Fearnley-Whittingstall as *pro bono* allies. Finally, we invented and launched the inaugural [World Rewilding Day](#), which reached 400 million people.

There is a lot to celebrate and a lot of work still to do. As a busy team of two we need someone who aligns with our values, as well as someone who is talented, highly motivated and passionate. We are looking for an individual who can make this crucial role their own.

If this sounds like you, please read on.

Good luck!



Jan Stannard

## About the job

The Business Development Manager is a role for Heal centrally (rather than for a site). You will be responsible for generating income from private sector organisations. As Heal is new, there is opportunity to develop and shape our fundraising, working with our senior management team. You'll research, secure and develop high-value partnerships, corporate memberships and corporate donations. You will manage our existing business partnerships and develop them accordingly. Over time you may also be involved in our fundraising work more widely, including overseeing applications for grants via trusts and foundations; we currently have a consultancy and a volunteer in place helping us to do this. You may also be asked, in the future, to explore and develop a way of engaging high net-worth individuals in our work.

## Is this job for you?

We're looking for an experienced fundraising or sales professional who is passionate about the environment, understanding the importance of rewilding as a solution to the ecological and climate crisis. You will:

- be highly motivated, have an entrepreneurial spirit, and be resourceful at problem solving with your creative thinking
- have a good understanding of how to develop partnerships and a willingness to write proposals with good attention for detail
- be comfortable in a business environment, networking and engaging with potential sponsors and stakeholders
- be excited by the potential of our mission and passionate about the vital contribution your success will make to Heal's overarching ambitions and objectives
- be comfortable managing conflicting demands and priorities, and with contributing to setting something up from scratch

## How to apply

Please visit our website <https://www.healrewilding.org.uk/application-form-bdm>.

We are using a name-blind process, so you will be submitting an anonymised CV and anonymised covering letter no later than 5pm on Monday 28 June 2021. In the covering letter, please include one or two sentences about how your experience has prepared you to work in a young start-up charity like ours. Please let us know (via the field in form or as a note in your covering letter if applying by post) if you have any access requirements that you would like us to be aware of, or if there are any ways we can provide you with additional support, for an interview on phone and/or Zoom.

If you can't complete the form online, put an **anonymised** covering letter and **anonymised** CV in the post **with your contact information on a separate page**, folded over because we are doing name-blind applications, to Heal Rewilding Recruitment Team, 55 Norfolk Road, Maidenhead, SL6 7AU.

**First round interviews** for this role are expected to take place on Thursday 1 and Friday 2 July over the phone.

**Second round interviews** are expected to take place online on Monday 5 and Thursday 8 July using Zoom. For the successful candidate there will be the opportunity to exchange contracts in person.

We will aim to stick to the time frame outlined. We will write back to you by 1 July at the latest to let you know if you've been shortlisted or not for first-round interviews.

We recognise the importance and value of diversity and aim to build a team that represents the communities we will be part of. We particularly welcome applications from people from black, Asian and other ethnic minority backgrounds. We don't expect this post-holder to have knowledge or experience of wildlife or the environment but to be enthusiastic and willing to learn.

## **Person specification**

### **Essential skills and experience**

We'll decide whether to invite you for an interview by reviewing your application against the responsibilities above and the skills below.

Significant experience as a Business Development Manager or equivalent

A proven track record of meeting or exceeding fundraising or sales targets and successfully developing and managing corporate partnerships

Good project and time management skills, and being able to work to deadlines

Exceptional interpersonal and relationship building skills with the ability to communicate confidently at all levels, being diplomatic, persuasive and credible

A confident negotiator and influencer, but with a collaborative approach and the ability to work effectively as part of a team

Understanding of or an appetite to learn about compliance, GDPR and legal and contractual requirements associated with fundraising

Excellent written and verbal communication skills

Able to work effectively within a team and on own initiative

Passionate about environment, wildlife, climate change action, wellbeing, diversity and inclusion

Working with a CRM

### **Desirable skills and experience**

Well networked in the corporate sector

A good understanding of the corporate sector and workings of the economy

Familiarity with rewilding

Experience of working in a start-up situation or setting up procedures and practices

## **Conditions**

**Hours:** core hours are 10am-4pm with flexibility around the timing of lunch breaks. This is a year-round role, even if part time, so this is not a 'school terms only' opportunity.

**Holiday:** 25 days per year, plus Bank Holidays and the Christmas/New Year, based on full-time working (pro-rata if part time). Heal's holiday year runs from January to December and the holiday allowance cannot be rolled over, as time off is important for wellbeing. If you are successful, we will try to honour any existing booked/paid for holiday arrangements.

Location and travel: This post-holder will be working from home. Ability to travel to meet potential and existing corporate supporters is required, as well as travel to quarterly in-person internal meetings. The team is currently based west of London so the venue will be in or near London and accessible by public transport. Travel expenses paid.

Probationary period: One month

Notice period: Prior to receiving written confirmation of the satisfactory completion of the probationary period, either you or Heal can terminate employment by giving one week's notice in writing. Following satisfactory completion of the probationary period, the notice period will be one month.

DBS check: You must tell us about any unspent criminal convictions when applying for this job, and undertake an enhanced Disclosure and Barring Service ('DBS') check if appointed (and at least annually thereafter). Having a criminal record will not necessarily bar you from working with us, but we will consider the nature of any disclosed convictions and their relevance to the job and Heal. If you don't disclose information relating to unspent convictions, we'll withdraw any offer of employment that we may subsequently make or terminate your employment.

References and right to work: Any offer of employment will be subject to the receipt of two satisfactory, written references, one of which must be from your most recent employer or professional contact. You must have the legal right to work in the UK.