

Job Title: Executive Officer

Bright Green Nature

Location: Hybrid – Mostly home working and occasional travel across Scotland

Reports to: Board of Trustees

Contract: Part-time (3 days per week)

Salary: £50,000 per annum pro-rated to 3 days/week.

About Bright Green Nature

Established in 2022 Bright Green Nature (BGN) is a small but growing Scottish Charitable Incorporated Organisation, dedicated to community and small-scale nature restoration, and youth empowerment through environmental action.

We work with local people across the Scottish Borders to restore degraded nature, enhance biodiversity, and inspire the next generation of land stewards. Our projects bring together ecological restoration and social regeneration — reconnecting communities with the land while building practical skills, confidence, and employment pathways for young people. Our youth programmes are innovative and pioneering, providing hands on direct experience for young people in the socioecological aspects of nature restoration.

Our programmes include **Selkirks Nature Network**, an innovative landscape scale programme under development to ecologically and socially connect a multi-land use network of sites in Selkirkshire; The **Red Squirrel Recovery Network**, a five year, Lottery funded partnership led by Northumberland Wildlife Trust to recover sustainable red squirrel populations, **Wild Your Space**, an innovative, multi-pronged programme aimed at supporting communities, schools and families to restore and connect nature in their own communities and our **Youth programme**, providing direct training and support for young people aged 8-24 years to gain skills, confidence and networks for future education or careers.

We are an ambitious and well connected organisation, members of **Scottish Environment Link**, the **Scottish Rewilding Alliance**, **Rewilding Britain** and the **Global Rewilding Alliance**, as well as members of the Scotland-wide **Northwoods Rewilding Network**.

We are seeking a **Chief Executive Officer** (CEO) to take over from our Founder and to lead our operations, strengthen our partnerships, and help shape the future of our organisation for the next phase of its growth.

Purpose of the Role

The CEO will provide strategic and operational leadership for BGN.

You will manage day-to-day activities and the team, oversee project design and delivery, lead fundraising and financial management, and support staff, volunteers, and young participants. You will work closely with the Board of Trustees to ensure the charity is well-governed, financially sustainable, and delivering measurable ecological and social impact.

This is a hands-on leadership role for someone who is passionate about nature recovery, community engagement, and youth development.

This role presents a fantastic opportunity for someone looking to work in a fast paced and rapidly growing environmental charity. Our team is diverse, with a broad range of experiences and backgrounds and we are proud of our supportive, flexible and inclusive culture. The CEO role is a very flexible role with respect to hours of work and location.

Key Responsibilities

Leadership & Governance

- Lead the development and implementation of the charity's strategic plan and annual priorities.
- Working with advisors and Trustees, lead governance, compliance, and regulatory requirements (OSCR, Health & Safety, GDPR, etc.).
- Prepare clear reports, budgets, and impact data for the Board, funders, and partners.
- Foster a culture of collaboration, inclusivity, and respect across staff, volunteers, and community participants.

Operations & Organisational Management

- Oversee day-to-day operations, ensuring efficient administration and delivery of projects.
- Lead and oversee risk management, safeguarding and Health and Safety
- Line manage and support staff, contractors, and volunteers, providing supervision and professional development.

v.2 020226

- Working with our specialist providers, maintain robust systems for finance, monitoring, and evaluation.
- Lead Human resources, including recruitment, policies and statutory compliance
- Develop policies and procedures to ensure best practice, compliance and organisational resilience

Fundraising & Financial Sustainability

- Lead on income generation through grant applications, partnerships, donations, and contracts.
- Develop the diversification of income generation, including private sector partnerships
- Manage budgets, financial planning, and funder reporting to ensure transparency and sustainability.
- Build relationships with funders, donors, partners and community supporters.

Project Delivery – Nature Restoration & Rewilding

- Oversee delivery of practical nature restoration and rewilding projects with community participation.
- Ensure projects achieve strong ecological and social outcomes — e.g., habitat creation, species recovery, or biodiversity enhancement, skills and knowledge development, social cohesion and connectivity and wellbeing impact.
- Work with partners such as landowners, businesses, councils, schools, and environmental NGOs.
- Develop new project ideas aligned with the charity's mission and emerging funding opportunities.

Youth Skills Development & Community Engagement

- Coordinate and expand youth environmental training and employability programmes, continuing a focus on underrepresented demographics.
- Work with schools, universities, colleges, and training bodies to create opportunities for young people in conservation and green skills.
- Foster inclusive community involvement in all aspects of the charity's work.

- Support the creation of volunteer and learning pathways into nature-based careers.

Communications & Partnerships

- Act as a spokesperson and ambassador for the charity.
- Representation of BGN nationally and internationally, participation on alliances and committees and contributing to Scotland and UK advocacy for nature restoration.
- Build partnerships with local authorities, funders, community groups, and environmental organisations.
- Oversee external communications, including website, newsletters, and social media.
- Promote the charity's mission, impact, and stories through events and outreach.

Person Specification

Essential

- Senior level experience in charities or community focused organisations.
- Experience in strategic planning and setting vision
- Strong leadership and interpersonal skills with the ability to manage and develop a team
- Self-motivated, independent and adaptable, able to balance strategic oversight with hands-on delivery.
- Access to transport and ability to occasionally travel throughout Scotland

Desirable

- Degree or equivalent experience in nature-related subjects, ecology, youth work, or community development.
- An understanding of community rewilding and habitat restoration in Scotland.
- Financial literacy and experience managing budgets in the voluntary sector
- Experience of working with young people or delivering skills/employability programmes.

v.2 020226

- Strong communication skills, with the ability to engage diverse audiences.
- Experience in partnership working and community co-design.
- Understanding of social impact measurement and reporting.
- Experience in digital communications, media, or advocacy.

What We Offer

- A meaningful leadership role in a growing and impactful environmental charity.
- The opportunity to significantly shape Scotland's community rewilding and youth nature engagement movement.
- The opportunity to work with a passionate, proactive and dedicated small team
- Flexible working arrangements and supportive culture.
- 25 days annual leave plus public holidays (pro rata).
- Training and professional development opportunities.

Safeguarding and Equal Opportunities Statement

Bright Green Nature are committed to safeguarding and promoting the welfare of children, young people, and protected adults. Where a role involves relevant contact or responsibilities, the successful candidate will be required to undertake appropriate safeguarding training and membership of the Protecting Vulnerable Groups (PVG) Scheme, in line with statutory requirements and Disclosure Scotland guidance.

We are an equal opportunities employer and welcome applications from all suitably qualified candidates regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. All recruitment decisions are made on the basis of merit and role requirements.

How to Apply

Please send your **CV** and a **cover letter (max 2 pages)** explaining your suitability for the role to karen@brightgreennature.org by **20th March 2026**



v.2 020226

For an informal chat about the role, contact Dr Karen Blackport
karen@brightgreennature.org