



For her client **Rewilding Europe**,
Dux International is searching for a

Finance & Business Director

Organisation:

Rewilding Europe was formally established on 28 June 2011 as an independent foundation registered in the Netherlands. Rewilding Europe has established itself as a pan-European initiative, operating at the frontline of rewilding at a European scale, working together with numerous partners, both at a European, national and local level.

After more than seven years of committed work, Rewilding Europe is now well underway and has made considerable progress. The rewilding process in Europe has achieved significant momentum. As it takes this new conservation movement forward across the continent, Rewilding Europe will continue to act as a pioneer and frontrunner.

Currently, Rewilding Europe is working with team members from across 17 European countries, including staff members, board members, ambassadors and volunteers. Our lean-and-mean central team currently represents 7 key positions in the Management Team and another 15 central team members (altogether 15 fte), based in seven different European countries with its home office in Nijmegen, the Netherlands.

Mission:

Rewilding Europe offers a new approach to European conservation. **Rewilding Europe's mission** is to make Europe a wilder place, with more space for wild nature, wildlife and natural processes. In bringing back the variety of life, the initiative explores new ways for people to enjoy and earn a fair living from the wild.

Their vision is to recognise wild nature as a fundamental part of Europe's heritage and an essential element in a modern, prosperous and healthy society.

Their aim is to create large, rewilded landscapes in at least 10 different regions across Europe. These demonstrate how Rewilding Europe's vision can be put into practice on a far larger scale.

Structure

As the current Finance & Business Director will be leaving the organisation after five years, we are currently looking for someone to take over the responsibilities. The new Director will be appointed by the Supervisory Board. The Supervisory Board was established in September 2012 and has four members from four different countries, as part of the governance structure.

As a statutory director, the Finance & Business Director will be based in The Netherlands (Nijmegen area), and reports directly to the Managing Director of Rewilding Europe.

This Dutch office provides the home base for around 10 employees, with several more staff working for the organisation from various European countries. Currently Rewilding Europe works on eight large rewilding initiatives across Europe with potentially three new ones in the pipeline.

The Foundation owns two Limited Companies; one for its commercial activities and one for Rewilding Europe Capital, its enterprise loan facility. The Finance and Business Director is ultimately responsible for the activities of the foundation as well as the BV's. He/she is member of the Management Team of seven, while currently there are four employees in his department, directly reporting to him/her.

Major function

As part of an ambitious initiative in Europe, the Finance & Business Director will make a key contribution to the mission of Rewilding Europe through the management of finance and operations and the development of innovative business approaches delivering meaningful rewilding impact at a European scale.

The Finance & Business Director leads and oversees the finance and business functions of Rewilding Europe, and is co-responsible for the overall management and development of the initiative as a statutory director. As a member of the Management Team (MT), the Finance & Business Director co-leads and oversees strategic planning and budgeting initiatives that set the directions, strategy, and objectives for the initiative.

On the *financial side*, the Finance & Business Director is responsible for the full planning and control cycle of the initiative, supporting Rewilding Europe's overall strategy. The director plays an important role in raising and allocating finance, and ensuring sound financial planning, budgeting, accounting, contracting and monitoring on these aspects.

On the *business side*, the Finance & Business Director leads and oversees the strategic development of the enterprise component of Rewilding Europe. This includes the management of the limited liability companies that are owned or partly owned by Rewilding Europe. The director also leads the Investment Committee of Rewilding Europe Capital, and oversees and coordinates all partnerships with financial and corporate partners.

On the *operations side*, the Finance & Business Director is responsible for ensuring that all operations are in compliance with the organization's standard operating procedures and all relevant regulations, certifications and licensing requirements in The Netherlands and EU, and towards donors and financial partners.

Roles and responsibilities

Finance, Accounting and Reporting

- Oversees and ensures appropriate strategic financial planning.
- Ensures the continued financial viability of the initiative through sound fiscal management, including optimized banking, financial transfer and cash management.
- Takes responsibility for the initiative's finance and accounting function including quarterly, semi-annual and annual reporting, consolidation of accounts, preparation of the annual financial statements, and management of auditors.
- Ensures proper cost controls within all operations are achieved as well as cost synergies across the entire initiative.
- Ensures proper and timely reporting to financial partners and supports preparation of donor (private and public) reports.
- Develops and manages contracts with external financial partners, donors, beneficiaries and consultants.
- Takes a role in generating finance and preparing specific fundraising proposals to potential financiers, donors or investors.
- Supports/initiates income generation through Rewilding Europe B.V. including designing and setting up of finance mechanisms, in order to support Rewilding Europe in becoming more financially self-supporting.
- Develops and manages the Rewilding Europe Endowment Initiative, a separate initiative aiming at attracting HNW individuals to participate in the initiative.

Business development

- Leads the strategic development of the business and enterprise component of Rewilding Europe, in close cooperation with the Head of Enterprise and the Head of Rewilding.
- Responsible for the management of Rewilding Europe B.V. and Rewilding Europe Capital B.V. and chairman of the Investment Committee of Rewilding Europe Capital.
- Explores, develops, formalises and manages partnerships with corporates and financial institutions and banks.
- Helps to develop business models and finance mechanisms in support of rewilding in specific, relevant sectors.

Operations

- In close cooperation with the Managing Director, drafts and updates the Strategic Plan, Annual Work Plan and Annual Review of Rewilding Europe.
- Reviews, updates and oversees the organisation's standard operating procedures (Operations Manual), monitors their application thereof and ensures that the organization's standard operating procedures continuously meet the CBF criteria.
- Develops, negotiates, standardises, monitors and reviews all legal agreements concerning Rewilding Europe's operations, partnership agreements, service providers, and the provision of outsourced services and organises legal support when needed.
- Monitors compliance with contractual terms, particularly payments and project reporting; guarantees that contracts are properly managed and timely signed.
- Responsible for setting up and maintaining human resources development and employee contracts and management.
- Supervises the operations team and is responsible for selection and appraisal process of new operations related staff.

Qualifications

The Finance & Business Director brings the following qualifications:

- Demonstrates integrity, strives for excellence in her/his work, and has experience of leading others to new levels of effectiveness and impact.
- At least 7 years of professional experience in financial and business sector, with affiliation to the non-for-profit sector, at a senior level.
- Proven track record in setting up and managing operational processes related to finance, contracts, tenders and procurement procedures, principles and practices related to budgeting, forecasting, financial reporting, HR and other activities that are mentioned under roles and responsibilities.
- Familiar with Dutch accounting systems and procedures.
- A strong affinity and proven experience with legal matters and contract law is preferred, including tax regulations.
- Passionate about Rewilding Europe's mission and able to promote and communicate the philosophy, mission and values of the initiative to external and internal stakeholders.
- An understanding of conservation issues and contexts is recommendable.
- Full proficiency in English (read, written and spoken) is required.
- Prepared to travel on a regular basis within Europe.

Competences and skills

Able to work pro-actively, independently, high analyzing skills, ability to translate to actions and solutions (problem solving), excellent levels of accuracy, perseverance, enthusiastic, determined and high level of quality standards throughout the work. Team player with an entrepreneurial mindset able to work in an international setting.

Remuneration

For remuneration of its Executive Directors, Rewilding Europe complies with the 'Regeling beloning directeuren van goedgevoelensorganisaties' provided by 'Goede Doelen Nederland'. An independent advice will be requested on the proposed remuneration of the Finance & Business Director, which will be formally decided by Rewilding Europe's Supervisory Board.

Interested?

If you would like to apply, please send your English CV and cover letter (preferably in a Word format) before June 7, 2019 to info@duxinternational.com to the attention of Jolien Wiesenhaan.