



Head of Business Development

06/06/24



Creating local permanent woodland

Come and work us with

Avon Needs Trees (ANT) is a registered charity creating new, permanent woodland throughout the Bristol-Avon catchment to fight the climate and ecological emergencies.

We fundraise to buy land to create woodlands that will stand for generations, locking up carbon, boosting local biodiversity, and providing natural flood management as well as publicly accessible green space where appropriate.

ANT was founded in 2019 by environmentalist Nikki Jones and a small band of volunteers. They were concerned by how deforested our area had become and that no charity existed to buy land in our catchment to guarantee the permanence of new woodlands.

Since our formation in 2019, we have had two incredibly successful projects in Wiltshire, purchasing two sites of 47 acres, planting and caring for 22,000 native trees with the help of hundreds of volunteers from local and surrounding communities.

In 2023 we started planting Great Avon Wood; a ground-breaking partnership with the Forest of Avon Trust. With over 100 acres of land and 40,000 trees to plant and care for, this is our most ambitious project yet. We have also planted Ed Woods, our first Land Partnership venture, which means we are working with the site landowners to create permanent woodland.

We are in the process of buying 420 acre Wick Farm to create Lower Chew Forest, the biggest new woodland in the South West in a generation, and preparing to lead Landscape Recovery across a wide area of the Chew Valley.

Our Values

Ambitious: Our people are nimble and take opportunities, take urgent action to tackle the climate and nature emergencies, are bold in our ambition and scale

Reasoned: We are thoughtful, ethical and reasoned in how we deliver our ambitions

Positive: We are optimistic about the future and our ability to shape it, meeting our mission and challenges with positivity

Working with us

- Flexible working with an employer with a proven record of sensitivity to range of personal circumstances and needs
- Hybrid working, based on a 35-hour (full time) working week
- 26 days leave per annum, plus bank holidays (all pro rata for part-time staff)
- Wellbeing and resilience focussed employer
- Enhanced paid leave for emergencies
- 24/7 free, impartial and confidential support service
- 24/7 free helpline with health professionals
- Pension scheme, with a 3% employer contribution
- Real Living Wage employer, as a minimum

Head of Business Development

Reporting to: Chief Executive

Hours of work: 0.8FTE to full time, depending on your preference

Duration: Fixed-term contract to March 2027, with the expectation of a permanent contract

Salary: £40,000-£45,000pa dependent on experience, pro rata as relevant. Starting salary depends on experience, with opportunities to receive performance related pay increases within this salary band over time.

Location: Flexible working between home, central Bristol with travel across our catchment area

Job Purpose

Your legacy will be a tangible impact on slowing down climate change and helping nature recover by overseeing and leading on income generation and financial sustainability.

You will join a fast-growing organisation that started in 2019 with four volunteers and has grown to a staff team of fifteen (which will nearly double over 2024), over 1,000 volunteers and ownership of 600 acres of land that will grow woodlands of over 160,000 trees.

We are looking for a positive people-person with commercial development experience, financial acumen and the ambition to help take ANT to our next level of impact, as we prepare for exponential growth over the next year. Your work will ensure the short- and long-term sustainability of Avon Needs Trees, enabling us to keep delivering impact for decades to come.

You will secure ANT financially and drive forward innovative new commercial opportunities, helping to deliver on our goals to plant hundreds of thousands of trees and complementary habitats. Immediate commercial opportunities include natural capital sales, ethical investing, business model development for Landscape Recovery in the Lower Chew and development of ANT's ecotourism trading arm.

As a fast-growing, high impact charity all of our roles have direct operational responsibilities in addition to managing teams and thinking strategically and with vision.

Main responsibilities

- Lead on ANT's overall commercial development strategy to ensure long term financial viability and sustainability of the charity
- Pioneer the development and implementation of a new Commercial Trading Arm for ANT to support and accelerate ANT's charitable impact
- Champion and drive forward new sources of income for ANT including natural capital development, ethical investments and ecotourism development
- Direct the development of business models and natural capital finance models and plans to support Landscape Recovery across thousands of acres of land in the Lower Chew
- Identify, seize and support new income, funding and fundraising opportunities, and help guide ANT through a period of business and transformation and growth
- Line-manage and oversee the work of our finance and natural capital staff, and ultimately trading body staff, to ensure our people are well-supported and our work is impactful
- Direct operational responsibilities to advance our work at pace
- Work with the Chief Executive and other Heads on organisational strategy, finance and organisational sustainability
- Work with the Chief Executive to ensure trustees have appropriate information and understanding of our finances and commercial strategy

- Oversee the production of high quality internal reports, annual accounts, and reports for funders
- Lead on the development and implementation of ANT’s finance and commercial strategy including:
 - Forecasting models
 - Ensuring all accounting activities comply with regulations and our governed by robust and appropriate policies
 - Cost saving opportunities
- Ensure compliance with laws and regulations in agreed areas of responsibility
- Identify and implement opportunities for ANT to continually improve, using your influencing skills to create opportunities
- As with all Avon Needs Trees roles, contributing to grant writing and fundraising activities
- Other duties and opportunities as required

Working relationships and expectations

- As a member of the senior leadership team, you will work closely with the Chief Executive and other Heads, helping to lead the organisation in an exciting period of change and growth
- It is likely this post will act as a Director of ANT’s new subsidiary, Avon Needs Trees Trading Ltd.
- You will have a number of direct reports, which will grow as ANT takes on more staff
- Hybrid working between home and our office (currently on Gloucester Road, Bristol). We expect staff will have a substantial presence in our office on at least half their working days
- Occasional evening and weekend working will be required but this is not a substantial feature of your role
- Our staff maintain an appropriate level of confidentiality, professionalism and discretion at all times
- Our staff comply with organisational policies, procedures, and guidance, and external regulations and laws

Person Specification

Essential / desirable	Specification
Essential	Passion and commitment to addressing the climate and nature emergencies
	Ambitious and positive about new opportunities and challenges, especially new commercial and income opportunities
	Track record in designing and implementing successful financial and / or commercial strategies
	Excellent knowledge of budget management, data analysis, risk management and forecasting models
	Excellent people management and leadership skills, backed up by your past experience of line managing staff teams
	Strong project management skills

	Strong administration skills and the ability to be administratively self-sufficient
	Ability to thrive in a busy, exciting environment with a results-driven approach and the ability to work proactively on own initiative, continually learning and evaluating to improve the financial sustainability of ANT
	The post holder should have competent IT skills
Desirable	Experience of grant writing and charitable fundraising
	Experience of commercial development of charities
	Experience of a leadership role in the charity sector
	Expertise in natural capital and / or green finance
	BSc/BA in Business, Accounting, Finance or relevant field, or equivalent experience.

How to apply

Application deadline: extended to 14th July 2024 at 23:59

Interview date: Week commencing 22nd July 2024

Start date: As soon as available

Complete a copy of the job application form and email this, along with your interview availability, to: contact@avonneedstrees.org.uk

Please include the job title “Head of Business Development” in the subject line of your email, and submit by the deadline above.

Our commitment to equality and equity

We would be grateful if you could also complete our equal opportunities monitoring form via the google form included in the application. This is used for internally monitoring the diversity of applicants to our roles. Your answers will be anonymous and not be connected with your application, or seen by anyone involved in the decision-making process.

Your application will have all personal details redacted before being assessed by our short-listing panel.

As a Disability Confident employer, we will offer an interview to disabled candidates who meet the essential criteria for the role.

To address any diversity gaps in our team we will also offer an interview to candidates who meet the essential criteria and are from under-represented groups. At this time this applies to those from Black, Asian and minority ethnic groups.

Avon Needs Trees is a Living Wage and Disability Confident accredited employer, and a supporter of the West of England Good Employment Charter. We especially welcome applications from under-represented groups.

