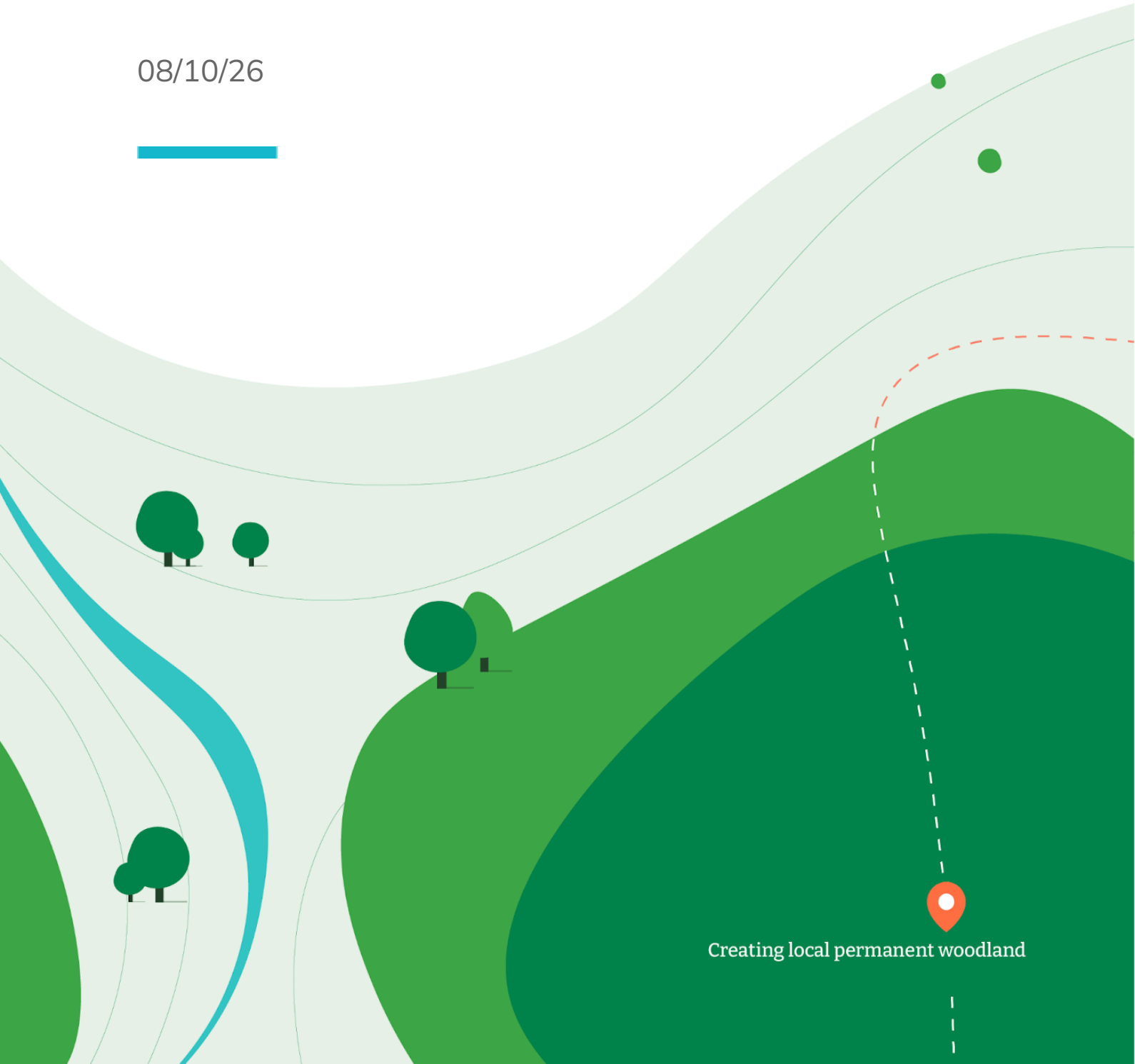
AVON NEEDS TREES

Head of Development

08/10/26



Come and work with us

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 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 launched two 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, it was our most ambitious project to date.

We have now completed the second planting season of 420 acre Wick Farm to create Lower Chew Forest, the biggest new woodland in the South West in a generation.

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
- 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 Development

Reporting to: Director of Income

Hours of work: 0.8 FTE to full time (35 hours per week) depending on your preference

Duration: Fixed-term contract to 31st March 2028

Salary: £51,600 starting salary full time equivalent, pro-rata for part-time, with opportunities to receive performance related pay increases within the salary band over time.

Location: Flexible working between home, our office at Lower Chew Forest, near Compton Dando, and with travel across our catchment area.

Job Purpose

Your legacy will be a tangible impact on slowing down climate change, helping nature recover and creating social impact by developing your vision for fundraising income generation at Avon Needs Trees.

You will join a dynamic and entrepreneurial organisation that started in 2019 with four volunteers and has grown to a staff team of twenty two, over 2,000 volunteers and ownership of nearly 600 acres of land that will grow woodlands of over 160,000 trees.

It is an exciting time for the organisation with new land purchases and the launch of commercial activities at Lower Chew Forest.

We are looking for an income generation specialist with the abilities and ambition to take ANT to our next level of impact. We are looking for an individual who is proactive and ambitious in generating new business and income from both individual supporters and businesses.

Our current fundraising strategy is focused around corporate partnerships, individual giving campaigns (in particular crowdfunders where we have a strong track record), philanthropists and trusts and foundations. While experience in these areas and the charity sector more generally would be helpful, we would welcome applicants with wider commercial experience around business development and income generation.

Whatever your background, this role would be suitable for someone who is tenacious in seeking out new opportunities and generating ideas, a natural relationship builder, highly focused on exceeding income targets and keen to ensure our supporters have an exceptional experience of engaging with Avon Needs Trees.

You will help take our impact to the next level by inspiring and influencing others to follow us in our ambitious plans for change.

Main responsibilities

- Lead from the front to grow our income generating operations and strategy
    - Work with the Director of Income and fundraising team to review and refresh our fundraising strategy, as we enter its third year
    - Carry out a stocktake of recent performance and identify areas for growth
    - Develop workstream plans for the year across different fundraising areas including plans around generating new corporate partners and mid to high level philanthropist supporter leads, testing new individual giving channels and develop excellent donor stewardship
    - Look at continuing sustainable growth of unrestricted income, with an eye to further diversifying our income streams longer term

    - Develop and foster relationships with new and existing strategic partners, funders and supporters
    - Represent the organisation at external events, meetings and conferences

- Leadership of the fundraising team at ANT, providing clear strategic vision, guidance and support
    - Line management of two fundraising leads, supporting them to develop and grow their skills

- Work with the Natural Capital & Nature Markets Lead to market our BNG offering at Lower Chew Forest and generate sales of offsite units

- Lead on the use of appropriate CRM systems to ensure accurate recording and management of supporter and stakeholder data

- As part of the senior leadership team, work with the Chief Executive and other Heads on organisational strategy, fundraising and communications planning

- Develop strong working relationships across the organisation and bring together relevant people in matrix working style groups, to avoid siloed ways of working

- 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
- As a member of the Income team, you will work closely with the Director of Income. You will manage two direct reports at Lead level. You will collaborate more widely across the organisation coordinating comms needs from different teams.
- Hybrid working between home and our office at Lower Chew Forest, Compton Dando with the expectation of being present in our office or on site at least one day in a typical week
- 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 in general and woodland creation in particular
	Ambitious and positive about new opportunities and challenges, proactively generating ideas and driving new projects
	Strong track record of growing income streams, including strategic planning,

	forecasting, management of income generating workstreams and reporting on performance against targets. Experience in relationship based income generation could include corporate or B2B relationships, high net worth individuals and individual giving
	Exceptional interpersonal skills; the ability to seek out and build strong, productive relationships with supporters, funders and strategic partners
	Excellent knowledge of data protection and GDPR considerations
	Strong people management and leadership skills, with experience of developing and motivating individuals and teams to achieve ambitious shared goals
	Experience managing complex projects, coordinating competing priorities and delivering outcomes through collaboration with others
	Experience working with CRM systems to manage personal data and support excellent supporter journeys
Desirable	Technical knowledge and understanding of the climate and biodiversity crises
	An understanding of the charity sector, the challenges specific to it and fundraising channels
	Experience managing paid search accounts and the Google Grant

How to apply

Application deadline: Sunday 22nd November 2026 at 11pm

Interview date: w/c 30th November

Interview process: First-round interviews will be held in person at our office Wick Farm Cottage, Lower Chew Forest. Depending on the outcome of the first stage, a second round of interviews may be held if required as part of the selection process.

Start date: As soon as possible and ideally by Jan 2027

To complete an application please follow the link to the form and submit by the deadline above.

If you have any concerns or issues completing the application please email: contact@avonneedstrees.org.uk. Please include the job title “Head of Development” in the subject line of your email.

Our commitment to equality and equity

We are committed to creating an inclusive recruitment process and particularly welcome applications from people who are under-represented in our organisation and sector.

We recognise that people can bring valuable skills and experience from a wide range of backgrounds and career paths. If you do not meet every criterion in the person specification, we would still encourage you to apply if you believe you have the skills, experience and potential to succeed in the role. Please use your application to tell us about the strengths and experience you would bring to the role and how these relate to the requirements of the position.

We will assess applications against the essential criteria for the role, while recognising that candidates may have developed relevant skills and experience in different ways.

We would be grateful if you could also complete our equal opportunities monitoring form. This is used for internally monitoring the diversity of applicants to our roles. Your answers in the equal opportunities monitoring form will be anonymous and not be connected with your application, or reviewed 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.