

**Role Profile: Country Manager, Scotland**

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| Job Title | NFFN Country Manager: Scotland |
| Working Days | 4 or 5 days a week (please state your preference in your application or state either) |
| Salary | £35,250 (pro-rata to £28,200 of 4 days) |
| Place of Work | Home working with travel for meetings and events |
| Closing Date | 25th September 2024 |
| Interview Date | w/c 30th September 2024 |
| Email completed applications to: | info@nffn.org.uk |

**Country Manager: Scotland**

Thank you for your interest in the role of Country Manager for Scotland. Please read the following information in conjunction with the role profile before completing the application form. When completing the application, please outline how your qualifications, knowledge, skills and experience meet the role profile criteria.

# About the Nature Friendly Farming Network (NFFN)

**The NFFN’s vision is for a sustainable food and farming system which is good for farmers, good for nature and good for the climate**. We want to see systems of farming across the UK that produce food in ways which help to restore the environment and in turn safeguard our long-term food production capabilities. We want systems that provide fair income and employment for farmers and other workers in rural areas and contribute to a diverse rural economy. We are looking for a Country Manager for Scotland to help drive our vision forward.

To deliver our vision we are working with othersto change our food and farming system so that it provides farmers with the right support to deliver nature friendly farming at scale.

**To deliver the vision, the NFFN focus on four key areas:**

1. Developing and advocating, for food, farming and land management policies that support nature-friendly farming
2. Increasing awareness of the connection between food, farming and nature
3. Demonstrating a strong business case for nature friendly farming at the farm level
4. Supporting farmers on their nature friendly farming journeys

# About the role

We are looking for a professional, persuasive and collaborative individual who is able to lead the work of the network in Scotland. The successful candidate will have the skills and personality to be able to bring together a dynamic group of farmers, to make the case for ambitious farming and food system change. Based in Scotland and willing to travel to meetings and events where needed, the Scotland Country Manager will be a core part of NFFN’s farmer-led team, which combines forward thinking farmers and staff working across the UK involved in farmer, decision-maker and public engagement work strands

# Key tasks

* **Increasing awareness & knowledge with farmers:** You will work to increase farmer awareness and understanding about nature and climate friendly farming, mainstreaming the discussion through an engaging programme of knowledge exchange events, working closely with farmers who are demonstrating nature friendly farming and those at the very early stages of transition. This will primarily be delivered through the NFFN’s Sustainable Farming Officer work programme, which you will manage and oversee.
* **Influencing policy:** You will ensure more politicians and government officials understand the importance of supporting nature friendly farming policies. You will support the NFFN Scotland Farmer steering group to influence policy design and implementation, through the development and delivery of targeted advocacy strategies.
* **Building the network:** You will look to increase farmer, public and organisational membership of NFFN in Scotland.
* Supporting the NFFN Scotland Farmer Steering Group: You will organise and support the NFFN Scotland Farmer Steering Group meetings and support the development and delivery of their business plan.

Please note you must have a minimum of three years’ experience in the agriculture/environment sector, applications without this will not be considered.

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| Key Results Areas |

* Work collaboratively with the NFFN Scotland Farmer Steering Group to deliver business plan objectives, focused on policy influencing and farmer to farmer knowledge exchange
* Ensure that NFFN Scotland is viewed as a credible stakeholder in policy forums related to agriculture, land use and the environment
* Coordinate, contribute to and draft the writing of policy reports, consultation responses and briefings representing the views of nature-friendly farmers and crofters in Scotland
* Develop comprehensive advocacy strategies to ensure that NFFN Scotland effectively influences priority policy areas, drawing in cross-departmental NFFN expertise where relevant (e.g. communications and campaigns)
* Work with a range of stakeholder organisations to jointly build, shape and advocate for relevant policies for Scotland, with assistance from colleagues across the UK to ensure key messages are aligned
* Develop a package of farmer-to-farmer knowledge exchange events to demonstrate best practice in areas related to soil health, water quality/management, nature recovery, climate mitigation/adaptation and other relevant areas
* Assist in the production of communications materials that help demonstrate the value of delivering nature-friendly farming in a Scotland context e.g. case studies, think pieces and op-eds, and proactively identify media opportunities for our members
* Increase the farmer and crofter membership base and member engagement for the network in Scotland

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| Key Contacts and Working Relationships |

* NFFN Scotland Chair and Vice Chair
* NFFN Head of UK Policy and Advocacy
* NFFN CEO
* NFFN COO
* NGO lead partners

Personal Specifications

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| Essential Qualifications |

1. Educated to degree level or equivalent, and a minimum of 3 years’ experience relevant to the role or
2. A minimum of 5 years’ experience working in the agriculture, land use or environment sector.

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| Essential Skills |

1. Proven experience of working in the agriculture and land use sector, with a strong understanding of the main issues and opportunities related to farming, nature and climate
2. Project Management experience with a track record of delivering results
3. Good understanding of farming practices that help deliver environmental and farm business objectives in tandem
4. Proven experience of building positive working relationships with a wide variety of stakeholders
5. Strong understanding of the policy making process in Scotland
6. Excellent written and verbal communication skills to influence others and affect change
7. Strong time management and organisational skills
8. Strong event organisation skills in areas related to policy and advocacy, or farmer to farmer peer learning
9. Set budget and account for expenditure

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| Desirable qualifications skills knowledge and experience |

1. Educated to degree level or equivalent in a relevant discipline
2. Experience of line management
3. Experience of working directly with farmers or crofters in an advisory capacity
4. Experience in leadership or coordination or large-scale projects in a similar field
5. Experience of developing and implementing advocacy strategies
6. Fundraising experience

Applications close on 25th Sept 2024. Please send your completed application to [info@nffn.org.uk](mailto:info@nffn.org.uk).

If you have any questions, or would like to discuss the role further, please contact jenna.hegarty@nffn.org.uk.

Click the link below to download more information and the application form:

**https://www.nffn.org.uk/news/hiring-nffn-country-manager-scotland**

**CVs are not accepted.**

We reserve the right to close early if we find the right person for this role.

Thank you for your interest.