



## **TERMS OF REFERENCE – ENTERPRISE OFFICER**

**Position:** Enterprise Officer

**Reporting to:** Rewilding Rhodopes Team leader

**Location:** Home office/Preferably in the project area Eastern Rhodopes Mountains – Kardzhali or Haskovo region

**Type of Contract:** Full-time permanent position with 6-month trial period

**Salary:** Competitive

**Start Date:** April/May

**Application Deadline:** 2023, March 12

Rewilding Rhodopes is a conservation NGO with the mission to make Bulgaria a wilder place and conserve the wilderness of the Eastern Rhodopes. The Eastern Rhodopes are located at the crossroads between the European and Asian continents, have a huge variety of species and habitats and have become one of the birdwatching hotspots in Europe. Existing natural assets and protected area regimes provide the core assets for restoring this landscape for the benefit of both nature and people. Rewilding the landscape will be important to ecosystems, local communities and visitors now and in the future. The integration of business and nature conservation, and thus the creation of a nature-based economy, is central to achieving conservation success.

Rewilding Rhodopes is currently looking for an Enterprise Officer who can continue to implement the strategy to support the sustainable socio-economic development of the Eastern Rhodopes.

### **POSITION SUMMARY**

The Enterprise Officer will contribute to the mission of the organization by implementing the enterprise strategy for the Eastern Rhodope Mountains which aims to facilitate the creation of a nature-based economy and conserve and rewild the area for the benefit of nature, the climate and the local communities.

The Enterprise Officer will engage with local businesses, landowners and stakeholders to develop innovative financing models to support and scale rewilding efforts. They will also work to build engagement to foster an enabling policy and economic environment for rewilding.

The officer will work closely with the Rewilding Rhodopes' team leader, and wider rewilding team as well as the local communities and business owners, local and national authorities and therefore a good understanding and knowledge of the Eastern Rhodopes is highly desirable. The officer will preferably be based in Haskovo or Kardzhali region.



The Enterprise Officer will also ensure synergies with the Enterprise team of the Rewilding Europe Central Office based in Nijmegen, Netherlands and colleagues in other rewilding landscapes across Europe.

### **KEY RELATIONSHIPS:**

#### Within RRF:

1. Team leader/Executive director
2. Administrative coordinator
3. Rewilding officers
4. Communication officer
5. Accountant

#### Outside RRF:

1. Rewilding Europe Head of Landscapes;
2. Rewilding Europe Head of Enterprise unit;
3. Local entrepreneurs, authorities, community, stakeholders, landowners, business representatives;
4. RRF Partners;
5. Local forestry enterprises, local and national hunting associations and societies;
6. External consultants and subcontractors

### **RESPONSIBILITIES**

- Implement the vision and strategy for nature-based enterprise development in the Eastern Rhodopes, including:
  - Identify business opportunities that can be implemented in the Eastern Rhodopes, by Rewilding Rhodopes or in collaboration with local businesses, and create business and investment plans for these opportunities.
  - Maintain a list of existing companies in the Eastern Rhodope Mountains and potential future business opportunities. Companies could operate in a variety of sectors, for example tourism, forestry, agriulture etc. and will be aligned with rewilding principles, nature conservation objectives and principles of sustainability, minimal impact and promotion of biodiversity.
  - Build relationships with local partners, including local businesses, landowners and stakeholders who are critical for the success of Rewilding Rhodopes.
  - Work with the rest of the Rewilding Europe Enterprise team to implement the business opportunities identified.
- Develop tourism that benefits rewilding in the Eastern Rhodopes by:
  - Work to strengthen and expand the number of tourism network partners.



- Improve the local infrastructure (e.g. hide development, signage) and support local nature-based entrepreneurs / businesses with product development, training, sales & marketing, finance.
- Promote tour offers and itineraries with national and international agencies and operators.
- Promote and advertise the Rhodope Mountains and rewilding area as a destination for nature tourism and contribute to an increase of visitors to the area.
- Work with the Rewilding Europe and Rewilding Rhodopes team to finance the scaling up of rewilding through the development of carbon credits and rewilding credits projects within the Eastern Rhodopes.
- Identify available land plots suitable for rewilding and explore ways through which they could be purchased/leased.
- Identification and development of forest related projects in the rewilding area.
- Establish new partnerships with private sector entities for the enhancement of local products (e.g. natural products) and services and contribution to rewilding.
- Identify and apply to funding sources to further support enterprise actions in the Eastern Rhodopes Mountains.
- Preparation of monthly update reports

## **KEY QUALIFICATIONS**

- University degree in Economics, Business Administration and Management, Tourism or in other relevant areas.
- At least five years of relevant professional experience.
- Professional experience or trainings attended in the field of nature conservation is a bonus.
- Ability to write business plans and investment proposal.
- Knowledge of other business sectors in addition (e.g. forestry, agriculture) will be considered an advantage.

## **SKILLS**

- Excellent communication skills, with proficiency (reading, writing and speaking) in Bulgarian and English.
- Interest in nature and wildlife.
- Proactive and ability to work independently.
- Good time management skills and ability to manage priorities.
- Excellent skills in establishing and maintaining interpersonal relationships.
- Experience in communication at various levels (national and local) and to various audiences (environmental, business, tourism, general).



- Good organizational skills and strong sense of responsibility.
- Strategic vision, ability to perceive future realities, opportunities and threats.
- Excellent presentation skills
- Availability to travel frequently.
- Valid driving license is essential

#### **WE OFFER**

- A competitive salary
- The opportunity to make a difference.
- Challenging and fulfilling work in one of Europe's most exciting eco-regions.
- Friendly and highly professional working atmosphere in an international context.
- Varying tasks and independent work style.
- A pleasant working atmosphere and great learning environment.

#### **HOW TO APPLY?**

Applications, including CV and motivation letter must be sent before 2023, March 12 to [andreaana.trifonova@rewilding-rhodopes.com](mailto:andreaana.trifonova@rewilding-rhodopes.com) Only selected candidates will be invited for an interview.

For further information, please contact [andreaana.trifonova@rewilding-rhodopes.com](mailto:andreaana.trifonova@rewilding-rhodopes.com).

We are looking forward to receiving your application!