

EOCA Executive Director

JOB DESCRIPTION & PROFILE

Business Title:	Executive Director
Job Location:	Flexible Hybrid/Remote, Europe or UK
Hours:	80-100% part-time / flexi
Salary:	Competitive, depending on experience and location
Reporting to:	EOCA Board
Responsible for:	EOCA team, four part-time staff located in UK

General Summary

Do you have a passion for nature and being in the outdoors? Are you looking for the opportunity to play a leadership role in shaping the direction of conservation and nature-based solutions for the outdoor leisure sector across Europe? Come and inspire and enable the outdoor sector to take responsibility for giving back to the wild places we love as outdoor enthusiasts, leaving a lasting legacy of a thriving natural world for future generations.

Nature is at the heart of our outdoor sector and communities, yet the documented loss of biodiversity is increasing at a pace that will challenge all of us. There is an urgent need for the outdoor leisure sector to change its approach from conservation as a nice thing to do, to being an integral part of a company's strategy to become carbon neutral and nature positive. The need has never been greater and more immediate, and we need to bring the sector together, with EOCA at its heart, to take greater responsibility, and strive for collective action at an unprecedented scale.

EOCA finds itself at a crucial juncture with firm foundations, having;

- built a strong reputation in the European outdoor leisure sector
- a proven technical excellence and knowledge in nature conservation
- robust resource levels at its disposal.

Meeting the enormity of the challenge that our natural world faces, and at the scale necessary to address that, requires a fundamental shift in how EOCA works – and the organisation is now seeking a leader to help it deliver that. With exciting opportunities paving the way for a step change in the presentation and delivery of EOCA's goals, as well as upcoming legislation requiring companies to assess and transform their impacts and dependencies on nature, this role is an opportunity to sustainably grow and uplift the organisation to become an essential tool for any forward-thinking company's path to becoming nature positive. It aims to do this by

- Increasing EOCA's capacity by investing in human resources and funding
- Providing the resources to ensure that members are able to go above and beyond their legal requirements

- Increasing EOCA's communications outreach and advocacy work
- Delivering more, on the ground conservation work to the benefit of all.

EOCA's four main areas of work are:

1. Projects – identifying, funding and managing vital nature conservation projects
2. Membership – acquiring and retaining an active and growing base of member companies
3. Fundraising – to support core costs, and increasing numbers of conservation projects
4. Communications – to members, the outdoor leisure sector, consumers and outdoor enthusiasts, conservation organisations and relevant external organisations such as UNEP, IUCN, BfN etc

The principal areas of responsibility of the Executive Director will be:

1. Strategy Development and Capacity Building
2. Business Development and Funding
3. Management, Governance & Legal

This is essentially a new role, and an exciting opportunity to make your own mark. EOCA comprises a very small team, so there is flexibility in how the role develops. The main task will be to take on the strategic direction of EOCA to ensure it is positioned as an integral and essential part of a company's ESG responsibility on its path to becoming nature positive, whilst increasing funding available to continue to support the organisation's impressive and urgent range of nature conservation projects.

Relationships and engagement with the c-suite of relevant member companies will be essential to both attract new members, retain and deepen involvement of existing brands, as well as with relevant external organisations to underline EOCA's standing as the bridge between the business world and that of nature protection and restoration. Increasing the financing coming to the organisation through new funding streams as well as deeper involvement from existing member companies will be vital to ensure EOCA can continue to balance and grow the scale of its worldwide conservation programme, at the same time as covering its core costs.

The Executive Director will report to, and be directed by, its board of Directors. They will be an engaging and persuasive speaker as the voice to, and on behalf of the sector, building alliances and partnerships easily within both these areas, alongside the EOCA team. They will be enthusiastic, energetic and creative in their pursuit of raising awareness of urgent conservation issues, as well as additional funds for the organisation.

Coming from a background in one of sustainability, charity conservation, outdoor leisure or an industry foundation, already proven in a leadership role and comfortable with fundraising, strategy and budgeting, the Executive Director will possess an infectious passion for being in the outdoors and an overwhelming desire to ensure the urgent conservation of nature is at the forefront of everything EOCA achieves.

Key responsibilities

Management and Strategic development

- Strategic Oversight - responsibility to develop, and deliver against, a long-term sustainable growth strategy for the organisation
- Raising awareness of upcoming regulatory and voluntary needs, relating to biodiversity impact
- Budgets & forecasting
- Team management
- Managing relations with the current board, and attracting new board members

Networking and Advocacy

- Representing EOCA within the outdoor leisure sector
- Representation on behalf of the sector both at high level meetings / conferences and within other sectors as required to further awareness and the work of EOCA
- Advocacy work / highlighting urgent conservation issues
- Increasing visibility / strength of voice for EOCA
- Attracting new members/ ambassadors / influencers

Funding

- Building a long term fundraising strategy for the organisation
- Attracting new members, including Sustaining and Summit members
- Identifying new streams of fundraising
- Attracting increased / new corporate / grant core funding

Governance and Compliance

- Responsibility for legal requirements and management of EOCA (CH Legal entity)

Background Requirements and Capabilities

Role level – proven experience in at least 2 of the following:

- Leadership
- Strategy
- Budgetary and Forecasting

Professional background – a grounding in one or more of the following:

- Corporate Foundation
- Sustainability
- Conservation
- Non-profit/charity sector
- Compliance

Personal attributes

- Passion and love for being in the outdoors
- Team player, Hands on, can-do mentality
- Creative, and entrepreneurial and visionary
- Passion for conservation and nature
- Strong skills in influencing and persuasion
- Exceptional communicator
- Experience in developing partnerships and convening stakeholders across multi-sectors
- Highly skilled in collaborative working
- Network building capability, including C-suite engagement
- Fluent English: Spoken and written

Desirable

- Additional languages: German or any other European language

EOCA is an equal opportunities employer.

How to apply

Please email your CV and a personal statement to Tanya Bascombe,
tanya@eocaconservation.org

Closing date for applications is **Thursday 7th March, 2024**.

For any questions about the Executive Director role, or if you require further information, please email Tanya at the above address.