

Role profile

Job title	Partnership Manager, Philanthropy
Reporting to	Head of Fundraising and Marketing
Has reporting	None
Starting salary	£29,996 - £34,133
Job type	Full time, permanent
Location	Findhorn/ Dundreggan/ Home/ Hybrid / Remote
Additional requirements	None

Trees for Life

Trees for Life stands at the forefront of rewilding in the Scottish Highlands. Hopeful and bold, we are committed to creating nature-rich landscapes that include and support people. Working on a grand scale, we aim to close the gap between people and nature.

Focusing on Scotland's spectacular Caledonian forest, we foster biodiversity and encourage natural processes essential to life. From the iconic red squirrel to the elusive lynx, we are working to bring more life back to our landscapes.

Rewilding is a shared journey. Together with communities, we are restoring Scotland's natural and cultural heritage while supporting local livelihoods. Join us on this path of hope and positive action. Rewild the Scottish Highlands.

Dundreggan and the Rewilding Centre

Dundreggan is our 10,000-acre estate in Glenmoriston between Loch Ness and Skye. Since 2008, the estate has been transformed by Trees for Life and its volunteers into one of the best examples of forest restoration in Scotland. It includes a ground-breaking tree nursery and is where many volunteers come to take part in rewilding projects.

The Rewilding Centre opened in April 2023 and serves as a gateway to make Dundreggan, and the work being done here, making rewilding more accessible and to a broader audience. It operates under the Enterprises arm of Trees for Life and is a commercial business.

The site includes an innovative visitor centre, a café, 40-bed accommodation, events and educational facilities. The Rewilding Centre welcomes visitors of all ages, interests and backgrounds to explore the natural, Gaelic and cultural heritage of the Highlands and be inspired by rewilding initiatives, including the restoration of the Caledonian forest.

Join the Trees for Life team!

Join our friendly, values-driven team, taking practical steps to rewild the Scottish Highlands. We offer competitive pay and benefits, flexibility, great working culture, and much more. We welcome applicants from all walks of life, with diverse backgrounds, cultures, perspectives, and experiences.

If you require any adjustments during our recruitment process, that would enable you to do as well as possible in the process, please let us know.

Don't meet every single requirement? That's okay. We're committed to building an inclusive team, and we know that skills and experience come in many forms. The right mindset, attitude, and potential to grow are just as important to us as ticking every box. If you're excited about this role, meet the core criteria and feel you can make a meaningful contribution – please apply.



Our values

Our values are at the heart of our mission to rewild the Scottish Highlands, guiding us in everything from the daily rhythms of office life to the development of our landscape-scale initiatives.

We are Bold

We are an ambitious charity with a critical purpose. For us, being bold means thinking about landscape restoration on a grand scale, embracing innovative rewilding methods and challenging the status quo. This approach ensures that every step we take is a bold stride toward a revitalised, thriving natural landscape.

We are Collaborative

Our approach, deeply rooted in community and collaboration, involves working closely with local communities, conservation groups, landowners, and volunteers. Finding common ground and working together we will initiate positive solutions to the twin climate and biodiversity crises.

We are Pragmatic

We embrace pragmatic and sustainable solutions in everything we do. We are always mindful of our duty to our supporters, our volunteers, our staff and above all to Scotland's wild forest. By adopting practical solutions, we safeguard our efforts and ensure a resilient future for our initiatives.

Overall purpose of the job

Secure significant six and seven-figure philanthropic gifts from high-net-worth individuals (HNWIs) and family offices, generating multi-year income that underpins Trees for Life's costs and strategic rewilding projects. The post-holder will lead on the creation, development and delivery of a major-gifts strategy, building a robust prospect pipeline and providing outstanding stewardship to deepen donors' long-term commitment to the charity.

Key liaisons

In this role you will work closely with the Head of Fundraising and Marketing, the wider fundraising team, the Chief Executive and the senior leadership team. You will also work across the organisation with colleagues in the finance and field teams.

Strong networking skills are crucial to this role, across philanthropy forums, professional advisers and peer organisations. A highly collaborative approach is essential in this role.

Key responsibilities

- Be responsible for, develop and implement and new Major Gifts strategy, ensuring alignment with organisational strategy and values. Continually reviewing and developing opportunities for major giving.
- Lead on creating and managing high value bespoke relationships, linking donors to project leaders and facilitating relationships between stakeholders. Bespoke relationships involve those that deliver significant income and brand awareness at a national or international level for Trees for Life.
- Identify, research and qualify prospective HNWIs in the UK and overseas; maintain a dynamic prospect pipeline and accurate income forecasts.
- Cultivate and steward a portfolio of donors and prospects, creating bespoke engagement, solicitation and stewardship plans, in collaboration with the senior management team.
- Produce compelling proposals, presentations and impact reports that inspire transformational giving and showcase project outcomes. Translating budgets into clear, accessible narratives that strengthen proposals and help major donors understand the impact of their support.
- Plan and deliver high-impact cultivation events, briefings and field visits, working closely with internal teams to provide memorable donor experiences.

- Negotiate gift agreements, pledges and payment schedules; ensure all gifts comply with ethical fundraising policy and due-diligence requirements.
- Champion a culture of philanthropy across Trees for Life, coaching colleagues and volunteers to engage confidently with major donors.
- Monitor, evaluate and report on major-gift activity, using insight to refine strategy and improve return on investment.
- Represent Trees for Life at meetings, conferences and networking events as a senior ambassador for the charity.
- Ensure compliance with the Fundraising Code of Practice, UK GDPR, OSCR best practice, charity law, and internal policies to uphold best practice and donor trust.
- Undertake any other duties reasonably required to achieve the objectives of the post.

Person specification

The successful candidate for the role will be:

- Passionate about nature restoration and the mission of Trees for Life
- An inspiring relationship-builder with the gravitas to engage credibly with high-profile individuals
- Motivated by results and driven to achieve ambitious income targets
- Collaborative, positive and collegiate in their approach to teamwork

Knowledge and experience

Essential:

- Proven track record of securing five, six or seven-figure gifts from HNWIs or family foundations
- Demonstrable experience of developing and managing major-donor pipelines and journeys
- Strong understanding of philanthropic motivations, wealth-research tools and data-protection regulations
- Experience of drafting high-quality funding proposals, budgets and impact reports

Desirable:

- Knowledge of environmental or conservation funding landscapes
- Experience of working with senior volunteers, patrons or development boards
- Familiarity with CRM systems

Personal attributes

- Professional, self-motivated and resilient
- Discreet and empathetic, able to handle confidential information sensitively
- Excellent interpersonal skills – warm, professional and persuasive
- Flexible and adaptable, comfortable working in a fast-moving environment

Skills and competencies

- Exceptional interpersonal and influencing skills, with the ability to develop meaningful relationships with donors
- First-class written communication and storytelling ability
- Excellent planning and organisational skills, with meticulous attention to detail
- Confident networker and public speaker; able to represent the charity at senior level

Working conditions and special demands

- Permanent, 35 hours per week; occasional evening and weekend work for cultivation events
- Remote or based at Findhorn, Dundreggan, with regular UK travel and potential overseas trips
- Ability to spend time on location in the Scottish Highlands to give donors first-hand insight into project delivery
- Full driving licence (or ability to travel independently to remote locations)
- All staff share responsibility for health and safety and for minimising the organisation's environmental footprint.