



# Business Development Officer

18/12/2024

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Creating local permanent woodland

## 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 fundraise to 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 had two incredibly 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 also planted Ed Woods, our first Land Partnership venture, which means we are working with the site landowners to create permanent woodland.

We have just completed the purchase of 420 acre Wick Farm to create Lower Chew Forest, the biggest new woodland in the South West in a generation. We are also leading a Landscape Recovery Project across a wide area of the Chew Valley.

## 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

## Business Development Officer

**Reporting to:** Head of Business Development

**Hours of work:** 0.8FTE to full time, depending on your preference

**Duration:** One-year fixed-term contract, with the expectation of a longer contract

**Salary:** £26,000-£28,000pa, pro-rata as relevant. Starting salary depends on experience, with opportunities to receive performance related pay increases within this salary band over time.

**Location:** Flexible working between home, our offices in central Bristol and with potential travel across our catchment area and project sites.

### Job Purpose

Your legacy will have a tangible impact on slowing down climate change and helping nature recover by overseeing and leading on Avon Needs Trees' (ANT) on-the-ground habitat restoration work, helping to meet our goals to plant hundreds of thousands of trees and enhance complementary habitats.

You will be primarily supporting our Business Development team to generate income from the land and natural assets we are working so hard to regenerate, helping to safeguard them in the long term. An initial focus will be on the Biodiversity Net Gain sector and local planning / development activity, with wider and future areas of exploration and potential focus ranging from natural flood defences to ecotourism, sustainable food production, natural burials and more.

On a day to day basis, your support for the team could involve researching exciting new potential revenue opportunities; identifying and connecting with potential partners; contributing to marketing; finding, outreaching to and developing potential leads; or facilitating transactions. By helping our commercial activities to develop you will be enabling Avon Needs Trees to create and look after new, permanent woodlands - having a direct and meaningful impact on nature's recovery locally and the climate and biodiversity crises more broadly.

We are looking for a positive people-person who can thrive working alone on focussed projects, and be a flexible part of a passionate team. You will join a fast-growing, high-impact start-up organisation that started in 2019 with four volunteers and has grown to a staff team of 23 (which has doubled over 2024), over 1,000 volunteers and ownership of over 600 acres of land that will grow woodlands of over 160,000 trees.

### Main responsibilities

- Helping to execute our natural capital plans, which directly and critically enables woodland and habitat creation on the ambitious scale ANT has planned
- Researching and staying up to date with planning applications in the West of England and understanding their biodiversity net gain needs and activities
- Staying up to date with market developments and trends and communicating key updates to the ANT team, including participating in regional market-making workshops
- Developing a prospect list of potential credit purchasers and help our team to make and develop connections with potential buyers and other relevant stakeholders
- Support a small but busy growing Business Development team flexibly as needs change, for example by working on developing our ecotourism offer, assisting with our housing renovation projects, or supporting our Landscape Recovery team with scoping, developing and executing emerging commercial opportunities across the Lower Chew Valley
- As with all Avon Needs Trees roles, contributing to grant writing and fundraising activities
- Other duties and opportunities as required

## **Working relationships and expectations**

- As Business Development Officer, you will report to the Head of Business Development
- You will be based on our central Bristol Office. Hybrid working is encouraged to support a good work-life balance, but we do expect our team to have a substantial presence in our office on at least half of your working days
- Occasional evening and weekend work 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
	Curiosity and drive
	Ability to thrive in a busy, exciting start-up environment and ambitious and positive about new opportunities and challenges
	A self-starter with the ability to work efficiently with autonomy (escalating where needed)
	Strong research skills and the ability to identify and summarise key information amongst large amount of data
	Ability to build strong relationships internally and externally
	Ability to write reports and analyse monitoring & evaluation information
	The post holder will have strong mathematical and written skills (equivalent to A-level) including spreadsheet and database use, and competent IT skills
Desirable	Knowledge and experience of marketing and B2B sales
	Knowledge and experience of the planning system
	Knowledge and experience of biodiversity net gain and other ecosystems services
	Ability to reliably travel to remote locations, including at short notice, and ability to travel across large sites

## How to apply

**Application deadline:** Wednesday 15th January 2025 at noon

**Interview date:** Thursday 23rd January

**Start date:** As soon as possible

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](mailto:contact@avonneedstrees.org.uk). Please include the job title “Business Development Officer” in the subject line of your email.

## Our commitment to equality and equity

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 will be anonymous and not be connected with your application, or seen 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.*

