



Job Title: Country Manager - Scotland

Hours: 4 or 5 days per week (negotiable)

Contract: Fixed-term until July 2027 (extension subject to funding)

Salary: Pro rata of £36,565 FTE (£29,252–£36,565 depending on days worked)

Location: Home based in Scotland with travel for meetings, events and farm visits

The Nature Friendly Farming Network (NFFN) is a farmer-led organisation helping farmers restore the balance between farming and nature. We support farmers by sharing knowledge, resources, and case studies to boost food production, protect wildlife, and build climate resilience. We influence policy to secure fair rewards for farmers who care for nature and connect like-minded farmers across the UK.

Our network is open to all – farmers, the public, and organisations.

The Scotland Country Manager is a leadership role within Scotland at the NFFN, responsible for advancing nature-friendly farming across Scotland. You will play a key part in influencing agricultural policy, supporting farmers to champion sustainable practices, and ensuring the NFFN's Scottish work remains farmer-led, solutions-focused, and collaborative.

Working closely with the Head of Policy and the NFFN's Scottish Steering Group, you will help shape policy engagement strategies in Holyrood, amplify farmer voices, and build relationships with stakeholders across government, industry, and the wider environmental movement. Your goal is to ensure that nature-friendly farming is seen as a central part of Scotland's agricultural and environmental future.

Alongside policy work, you will also lead the delivery of NFFN's farmer knowledge exchange programme in Scotland. This means line managing and supporting the Scotland Sustainable Farming Officer, helping to design and oversee events, farm walks, and practical learning opportunities that bring farmers together to share experiences and solutions.

This role will suit someone who can balance strategic thinking with practical delivery, has a deep understanding of Scottish agriculture and rural policy, and is passionate about building farmer-led movements for change.



This is a home-based role based in Scotland, and the successful applicant must be willing and able to travel to farms, meetings and events across the country, including occasional overnight stays. A full, clean driving licence is essential. While the role is currently funded until July 2027, we hope to work with the right candidate to develop strategic plans that will grow and sustain the programme into the future.

For more information, and to apply for this role, please visit:

<https://docs.google.com/forms/d/e/1FAIpQLSfsXrt8eMAeniE6ro4LfUAD9tCyo6YJaoSQ9FvfVJUtz4tkJQ/viewform?usp=sharing&ouid=118214694199589876719>

Closing date for applications: Noon Wednesday 6th August 2025

Interviews 11th - 13th August 2025