

Country Manager - Scotland

Role Profile

Job Title	Country Manager - Scotland
Working Days	4 or 5 days a week (negotiable)
Length of Contract	Fixed-term contract until July 2027, with the possibility of extension subject to funding
Salary	Pro rata of £36,565 FTE (£29,252–£36,565 depending on days worked)
Place of Work	Home working in Scotland with travel for meetings, events and farm visits
Closing Date	Noon 6th August
Interview Date	11-13th August
To apply fill in application at: https://docs.google.com/forms/d/e/1FAIpQLSfsXrt8eMAeniE6ro4LfUAD9tCyo6YJaoSQ9FvVJUtz4tkJQ/viewform?usp=sharing&ouid=118214694199589876719	

Job Description

We are seeking an experienced, proactive and collaborative individual to lead the Nature Friendly Farming Network's work in Scotland. The **Scotland Country Manager** will play a pivotal role in advocating for policy change, growing the network, supporting farmers and crofters, and leading NFFN's activities in Scotland.

This is a leadership role that combines policy influence, farmer engagement and team management. You will work closely with the **NFFN Scotland Farmer Steering Group**, the **Head of UK Policy**, and the wider NFFN team to deliver a programme of work that champions nature-friendly farming, drives policy change, and supports peer-to-peer learning across the farming community.

You will also line manage and support the **Scotland Sustainable Farming Officer**, helping to deliver Scotland's knowledge exchange events programme.

This role is central to ensuring that Scottish farmers and crofters are empowered to lead the transition to nature-friendly farming and that their voices are represented in policy development at national and UK levels.

Key Responsibilities

Policy Influence and Advocacy

- Lead NFFN Scotland's policy engagement, ensuring nature-friendly farming is central to agricultural policy discussions in Holyrood.
- Work with the **Scotland Farmer Steering Group** to shape and deliver targeted policy influencing strategies.
- Represent NFFN Scotland in policy forums, stakeholder meetings, and relevant consultations, ensuring farmers' voices are heard.
- Coordinate and contribute to policy reports, consultation responses, and briefing materials that reflect the views of Scottish farmers and crofters.
- Work closely with the **Head of UK Policy and Advocacy** to align Scotland's policy priorities with NFFN's UK-wide strategy.

Knowledge Exchange and Farmer Support

- Oversee the development and delivery of a programme of knowledge exchange activities, including farm visits, workshops, webinars and events.
- Line manage and support the **Scotland Sustainable Farming Officer**, ensuring successful delivery of the knowledge exchange programme and professional development support.
- Work with the **Steering Group** to identify case studies and demonstration farms that showcase nature-friendly farming in practice.
- Contribute to the development of learning resources and materials that help farmers adopt sustainable practices.

Outreach & Engagement

- Grow and diversify NFFN Scotland's farmer and public membership, ensuring strong member engagement.
- Build and maintain collaborative relationships with farming groups, NGOs, government agencies, and other key partners.
- Represent NFFN Scotland at agricultural shows, conferences, and public events to raise the profile of the network.
- Support the communications team by providing Scottish case studies, member stories, and media opportunities.

Monitoring, Evaluation & Reporting

- Monitor and evaluate Scotland's knowledge exchange programme and advocacy work, capturing impact and learning.
- Maintain records of engagement, feedback and policy outcomes.
- Provide regular updates to the NFFN Senior Leadership Team, Board and funders.
- Support the development of reports and funding applications related to Scotland's work programme.

Internal Coordination

- Organise and support the **Scotland Farmer Steering Group**, including scheduling meetings, developing agendas, and supporting strategic planning.
 - Manage budgets for Scotland's activities, including knowledge exchange events, travel and consultancy costs.
 - Contribute to NFFN's wider organisational development, sharing insights from Scotland with UK-wide colleagues.
 - Support the continuous improvement of internal systems such as project planning, CRM use and file management.
 - Provide flexible support to the wider NFFN team as required.
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Key Contacts and Working Relationships

- NFFN Scotland Farmer Steering Group (Chair and Vice Chair)
 - NFFN Head of Policy
 - NFFN CEO and CSO
 - NFFN Scotland Sustainable Farming Officer
 - NFFN UK Policy and Knowledge Exchange Team
 - NFFN Communications Team
 - Farmers, crofters and NFFN members in Scotland
 - NGO partner organisations
 - Policy makers, government officials and sector stakeholders
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Personal Specifications

Essential Qualifications

- Educated to degree level (or equivalent) and a minimum of 3 years' experience relevant to the role
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- A minimum of 5 years' experience working in the agriculture, land use or

environment sector.

- Full, clean driving licence and access to own transport.

Essential Skills and Experience

- Strong understanding of Scotland's farming, crofting and land use sectors, including policy frameworks and sustainability challenges.
- Experience of policy influencing, campaigning or advocacy, with knowledge of the Scottish parliamentary process.
- Proven ability to build trusted relationships with farmers, crofters and a wide range of stakeholders.
- Project management experience, including event planning and delivery.
- Experience managing people, with the ability to support staff development and wellbeing.
- Excellent written and verbal communication skills, with the ability to communicate complex issues clearly to different audiences.
- Highly organised, able to prioritise effectively and manage competing demands in a fast-paced environment.
- Comfortable working independently in a home-based role, while collaborating regularly with a remote team.
- Willingness to travel across Scotland and work occasional evenings and weekends.

Desirable Qualifications, Skills and Experience

- Degree (or equivalent) in a relevant discipline (e.g. agriculture, environment, rural policy).
- Experience of developing and implementing advocacy strategies.
- Experience working directly with farmers or crofters in an advisory or support capacity
- Knowledge of climate and biodiversity issues relevant to farming.
- Experience managing budgets and contributing to funding applications.
- Experience of contributing to organisational strategy or business planning.
- Media engagement or public speaking experience.