



**BEAVER
TRUST**

Recruitment pack

Chief Executive (CEO)



Introduction from our Chair

Thank you for your interest in joining our organisation. Beaver Trust is a pioneering charity working to restore beavers.

Beavers were hunted to extinction in Britain four centuries ago, but we have a bold mission: to restore beavers to regenerate our landscapes. We need beavers back urgently. They are a powerful ally in the face of the climate and biodiversity emergencies, playing a supersized role in helping build climate-resilient landscapes and restore freshwater habitats.

Our small charity is run by a small but committed team with a diverse skill set and extensive experience in beaver ecology and restoration. Across Scotland, England and Wales, our decentralised structure keeps us close to the communities we support and ensures the work we do is effective and sustainable.

Beaver Trust is going from strength to strength and is uniquely positioned to drive impact at scale in the British environmental sector.

We are currently seeking a Chief Executive (CEO) with significant experience at a senior executive level; a natural leader who will continue to build on the strength of our high-performing team. A strategic thinker who can accelerate the charity's impact and deliver on its mission while navigating the evolving policy backdrop. You will love a challenge, be energetic, measured, calm, committed, diplomatic, collaborative, decisive and pragmatic.

We are truly committed to ensuring diversity and gender equality within our organisation and we welcome applications from candidates from all backgrounds.

If you believe that you can help Beaver Trust achieve its goals and share our ambitions, then we would love to hear from you. You will find more information about the role in the rest of this pack and on our website, along with further information about our work and our plans for the future.

We look forward to hearing from you.



A handwritten signature in black ink that reads "Victoria Heffer". The signature is written in a cursive, flowing style.

Victoria Heffer

Chair of Board of Trustees



Chief Executive (CEO)

Reports to:	Chair of the Board of Trustees
Remuneration:	£74,624 per annum
Start date:	2 February 2026, or as soon as possible thereafter
Working hours	Full time - 37.5 hrs/week
Location:	This role is remote and will require you to have a safe and secure space to work from home. There will be frequent travel within Britain, including overnight stays.

Beaver Trust is committed to building a diverse team that reflects a wide range of backgrounds, cultures and lived experiences. We welcome applications from people of all ages, ethnicities, sexual orientations, gender identities, disabilities, socio-economic backgrounds and career paths. If you feel you meet the core requirements but need reasonable adjustments during the recruitment process, please contact us; we'd be happy to help.

Organisational overview and impact

Beaver Trust is a nature restoration charity, established in September 2019 and currently run by a small team of 18 employees and 8 trustees, with a diverse skillset and extensive experience in beaver ecology and restoration. We provide practical solutions to help people co-exist with beavers. We influence legislation that rebuilds ecosystems and strengthens our resilience in this ecological and climate crisis.

At Beaver Trust we are proud of our impact. The European Nature Trust, describes us as 'a formidable powerhouse of a charity, at the forefront of the nature restoration movement'. Since our inception in 2019 we have facilitated over 60 beaver releases, both into the wild and into enclosures.

Our powerful communications include our 2025 documentary, *Balancing the Scales*, which has been shortlisted for several awards, with well-received screenings across the three nations. A recent poll we conducted showed that public acceptance of beavers living wild in Great Britain is at 72% (close to our 75% goal).

Policy and influencing work is key to our impact, and working with partners at other eNGOs we have pushed the beaver restoration agenda, with national policy changes meaning that beavers are set for future wild releases across England and Scotland. More recently, the Welsh Government announced that beavers will be granted protected status in Wales. We are a proud leading partner in the Making Space for Water campaign, which has just reached the 10,000 signature threshold for parliamentary discussion. Our education programme has led to 2,000 engagements with school pupils and we are proud to inspire the new generation.

Why beavers?

Beavers once shaped Britain's waterways, creating thriving wetlands and complex river systems brimming with invertebrates, amphibians, mammals, reptiles, birds and fish, before they were hunted to extinction 400 years ago.

Beavers are a keystone species, referred to as 'ecosystem engineers', removing them has left a gap in landscape evolution. As we must now build resilience toward the climate and biodiversity emergencies, restoring beavers to Britain will help us adapt and restore freshwater habitats and the species that rely on them. Beavers reconnect rivers with their floodplains to replenish the water table, helping to protect communities from the flooding, drought, and wildfire caused by increasingly extreme weather.

The context that we work in

Beaver restoration is currently at different stages in each of the three countries in Britain and our work and approach reflects those differences. In Scotland beavers have European Protected Status (EPS), there is a national beaver strategy and a licensing framework for wild releases. In England beavers have EPS and there is a licensing framework for wild release, but we await development of a national strategy. In Wales beavers have EPS, but there is no national beaver mitigation licence nor national strategy for returning beavers to the wild.

Fundamentally we need clear and consistent beaver policies across Scotland, England and Wales to facilitate the long-term success of the species' restoration.

Financials

Beaver Trust is in a strong financial position, with income currently exceeding £800,000 pa.

Growth in recent years has been rapid across income, expenditure and headcount. Private foundations have historically been the backbone of Beaver Trust's widening income portfolio. However, in recent years, the share of funds coming from contracts to provide services relating to beaver translocation and restoration has grown significantly. Annual accounts are available from The Charity Commission or upon request.

Our mission

We restore beavers to regenerate our landscapes

Our vision

Thriving waterways vibrant with life, where beavers are embraced as a vital part of our biodiverse landscape

Our strategic goals

Beaver Trust has three strategic goals and everything that we do supports one or more of these goals.



Restore

We facilitate the restoration of beavers throughout Britain, to maximise biodiversity and ecosystem benefits, connect and augment existing populations and promote holistic land use practices for long-term coexistence with the species.



Communicate and Educate

We mobilise widespread public understanding, and engagement with targeted interest groups, to inform and encourage acceptance of the changes beavers bring and prepare people to co-exist with them.



Influence

We work with stakeholders, politicians and governmental bodies to develop national strategies and policies that enable the restoration and normalisation of beavers and wetlands alongside pragmatic management and mitigation.

Our values



Science led

Our work is grounded in evidence. We set high scientific standards, and our integrity builds trust and credibility.



Inclusive and collaborative

We embrace diversity and build partnerships to increase our impact.



Connected to nature

We believe that nature matters in its own right. We put animal welfare front and centre in our restoration work.



Resilient and ambitious

We are passionate about restoring beavers and work with the drive and determination demanded by the climate and ecological crises.



Solutions orientated

We are creative in our approach and take action to deliver results. We share our learning and adapt when we face challenges.



Summary job description

The Chief Executive reports directly to the Chair of Trustees and ensures the charity and all its people, funding, resources and activities are aligned to achieve our mission. The Chief Executive is responsible for developing and leading the organisation, working with the trustees, team and wider partners to ensure that our work is delivered against the Beaver Trust Strategy and to annual budgets. The Chief Executive represents the charity externally at local, regional and national levels.

The Chief Executive steers the development of the team and the organisation, nurturing a positive and inclusive culture, ensuring the team and trustees work in line with our values. The Chief Executive ensures staff and trustees understand and align with our vision, mission and strategy, which defines how we work, what we do and why.

Key duties and responsibilities

Strategic leadership

- Develop, with the Senior Management Team and trustees, Beaver Trust's long term Strategy and supporting annual operational plans and budgets.
- Ensure all work is aligned with the strategic goals and that objectives are achieved through direct activities and via working with partners.
- Represent the charity through the media, public-speaking, and at events that advance our strategic goals.
- Ensure Beaver Trust develops and manages beneficial strategic relationships with key individuals and organisations. These may include government ministers, civil servants, NGOs, elected officials, community leaders and representatives, business people and the media.

Operations

- Oversee and ensure the monitoring, measurement and reporting of impact including progress against our strategy to funders, partners, beneficiaries and the public. Ensure internal monitoring, evaluation and learning is also shared regularly across the team.
- Ensure IT systems and processes, including websites and GDrive enable collaborative and effective working and provide security for personal and confidential information under GDPR regulations.
- Timetable and chair fortnightly whole team and Senior Management Team meetings, ensuring staff are engaged and informed about work across the organisation.
- Responsible for ensuring Health and Safety for our staff and operations is prioritised, with regular updates to risk assessments, training as needed and quarterly reporting to trustees.

Human resources

- Ensure a strong and healthy organisational culture, aligned with Beaver Trust's values, leading by example.
- Ensure the team has sufficient skills and capacity to deliver the strategy.
- Develop and maintain strong relationships with senior management and staff, providing direction and resources to establish high performing teams.
- Line-manage staff, including the Senior Management Team, Policy and Fundraising leads.
- Provide regular support to motivate, empower and develop the senior team to achieve our strategic goals.
- Ensure all members of the Senior Management Team have clear work plans for themselves and their teams, that their work is delivered on time and to budget, and that reporting is regular and appropriate.



- Lead organisational change, managing resistance or conflict and foster a positive organisational culture.
- Lead on recruitment of senior positions.
- Oversee legal and disciplinary actions and enable whistleblowing policy.
- Chair the Equality, Diversity and Inclusion working group and ensure delivery of action plan.

Finance and fundraising

- Oversee the financial performance of the organisation, working closely with the finance team and the Finance Sub-committee to address financial risks and pressures.
- Work closely with the fundraising team to ensure sufficient funding is in place to deliver our operational plan and deliver against our strategy.
- Take an active role in engaging new and potential major donors and funders including through in person events and meetings, speaking opportunities on online engagements such as via LinkedIn.
- Be fully conversant with the expectations of HMRC, the Fundraising Regulator, Companies House and the Charities Commission.
- Engage in monthly fundraising meetings to review pipeline and relationship management.
- Engage as needed in strong reporting and renewal cycle, ensuring all funders are engaged, nurtured and report against agreed targets.

Governance

- Ensure the Board are able to make informed decisions and fulfil their legal obligations including through strong reporting on progress and trustee engagement at quarterly board meetings.
- Support the Chair with recruiting and inducting trustees, and liaise with trustees on decisions, opportunities and issues.
- Ensure data compliance at all times.
- Ensure all policies and regulatory requirements are in place and met.
- Responsible for effectively managing risk, including working with the Senior Management Team to regularly review and update the risk register and report risks and mitigations to the board.

Policy

- Support the charity's work to engage and influence to ensure we have national policies that enable ambitious beaver restoration across all three countries in Britain.
- Work with Policy Lead and Senior Management Team to build and maintain relationships with key stakeholders, including attending national conferences, hosting targeted events and meetings.

Person specification

Essential

- Energy and passion for the role, with demonstrable commitment to Beaver Trust's mission, vision and values.
- Knowledge and understanding of the opportunities and challenges of restoring beavers to Britain, recognising that these are different across Scotland, England and Wales.
- Significant experience at the senior executive level, preferably having run an organisation before as Executive Director, Chief Executive or equivalent, in the charity, conservation or environmental sectors.
- Experience of working collaboratively and effectively with Boards of trustees.
- Demonstrable experience in identifying, cultivating and maintaining productive relationships with potential and existing donors.
- Experience in developing, implementing, monitoring and evaluating strategic and operational plans.
- Strong understanding and experience in financial management including budget development and oversight.
- Strong skills in building and maintaining relationships with a range of stakeholders and partners from government bodies to community organisations.
- Excellent communications, listening, presentation and interpersonal skills to engage different audiences, including an ability to communicate complex situations simply.
- Proven ability to inspire, lead and motivate teams to achieve strategic goals, fostering a strong culture of collaboration.
- Experience of building an inclusive intercultural environment where staff of all backgrounds and abilities can thrive.
- Commitment to equality, diversity and inclusion in the workplace.
- Receptive to feedback; holding the view that mistakes or challenges are necessary ingredients for development, and working in iterative cycles of continuous improvement and learning.

Desirable

- Experience of successfully leading a remote team.
- Experience of nature recovery and species restoration in Britain.
- Experience of engaging with government, local authorities, public bodies and non-government organisations.
- Knowledge of environmental laws, policies, and regulations related to conservation, land use, and ecosystems.
- Experience of public affairs, media relations and communications.
- Good understanding of the social and cultural tensions associated with land use.

Benefits

- 25 days holiday, plus Christmas day through to New Year's Day paid, plus 6 days of floating holidays (in lieu of 6 public holidays).
- Flexible approach to hours of work
- Pension contribution of 3% of your total pay each month
- One-off contributions toward the cost of an ergonomic office chair and toward purchases of essential devices (laptop, mouse and smartphone), monthly home working allowance, plus an annual contribution toward the maintenance and/or replacement of the essential devices.

Applications

Thank you for considering the role of Chief Executive (CEO) at Beaver Trust.

To apply, please email your application to jobs@beavertrust.org, including:

- An one-page A4 cover letter. In your letter, please briefly highlight your skills and experience and explain your interest and suitability for the role.
- A CV of two sides of A4 maximum. Please include any voluntary or other relevant life experiences that you would like to tell us about.

Please note that any applications that exceed the maximum length will not be considered. We do not accept applications via LinkedIn or direct social media contact.

Closing date for applications: 9am, Wednesday 10th December 2025. We reserve the right to interview candidates and close the ad ahead of the closing date, should a strong candidate be identified.

Online interviews will be held on Monday, 5th January 2026.

In-person interviews will be held in London on Monday, 12th January 2026.

All shortlisted candidates will be contacted by Wednesday 17th December 2025. If you have not heard from us by this date, please accept our thanks for applying and assume that you were not shortlisted on this occasion.

Job offers will be subject to two satisfactory references and proof of right to work in the UK.

If you would like to have an informal chat with our current Chief Executive to help you decide whether or not to apply, then please email jobs@beavertrust.org and we will link you up.

[Our Recruitment Privacy Notice](#)