



## Job Announcement



## Head of Fundraising

|                         |                                                     |
|-------------------------|-----------------------------------------------------|
| <b>Location:</b>        | Spain, Madrid preferred, other locations considered |
| <b>Location type:</b>   | Hybrid – with occasional travel                     |
| <b>Reporting to:</b>    | General Manager                                     |
| <b>Annual salary:</b>   | €60,000                                             |
| <b>Contract type:</b>   | Permanent, with a 3-month probationary period       |
| <b>Working hours:</b>   | Full-time                                           |
| <b>Candidate level:</b> | Experienced non-manager                             |
| <b>Closing date:</b>    | Monday, October 5 <sup>th</sup> , 2026, 9:00 AM CET |

### **Background**

[Rewilding Spain](#) is a Foundation on a mission to restore nature and rejuvenate Spain's wilderness using natural processes, for society's benefit.

The Foundation is working on a landscape initiative called Iberian Highlands, covering 850,000 hectares across Castilla-La Mancha and Aragón. In addition, Rewilding Spain works with private and public landowners, as well as large estates across Spain, creating inspiring examples that demonstrate how rewilding can deliver benefits for nature, climate, local communities and the economy.

Their core ambition is to demonstrate how rewilding can be a competitive and financially viable form of land use, with projects aiming to break even in the medium term and potentially generate profit over time.

To significantly expand and continue this work across Spain, Rewilding Spain needs to strengthen its capacity to identify, develop and unlock the diverse financial opportunities that can make these ambitions possible. There are several important avenues for growth.

- The first opportunity lies in corporate funding and CSR partnerships. There is growing interest among companies in supporting nature restoration and biodiversity, including through dedicated funding lines, grants and partnerships. Emerging mechanisms such as nature credits could also create new opportunities over time, as the market develops and becomes more operationalised.
- The second and highly important avenue is philanthropy: identifying and developing relationships with individuals, foundations and institutions that are passionate about nature restoration and open to supporting Rewilding Spain's mission. Building these relationships will require a proactive, entrepreneurial approach to identifying potential supporters, developing compelling propositions and turning interest into long-term partnerships.

They are therefore hiring for the position of Head of Fundraising, preferably a professional with the networks, experience and entrepreneurial mindset to connect Rewilding Spain with philanthropic capital, influential individuals and institutions that can support and accelerate its growth.

### **Purpose of role**

Rewilding Spain is looking for an entrepreneurial and highly connected Head of Fundraising (HoF) to unlock the resources needed to grow its impact across Spain.

This is more than a traditional fundraising role, as this driven organisation is searching for someone who sees opportunities, knows where philanthropic capital, as well as influence, can be found, and has the credibility and network to open doors. The ideal candidate will be a natural relationship builder who can connect Rewilding Spain's ambitions with philanthropists, foundations, family offices, businesses and other influential stakeholders.

Working closely with the General Manager and Board, the Head of Fundraising will develop strategic partnerships, grow high-value funding opportunities and position Rewilding Spain within the philanthropic landscape in Spain and Europe.

### **Primary responsibilities**

The main responsibilities for the HoF include:

#### ***Strategy and development:***

- Design, update and implement strategy alongside an operational fundraising plan for Rewilding Spain in close collaboration with the General Manager, Board members and internal & external stakeholders to align fundraising initiatives with organisational objectives.
- Strengthen and facilitate fundraising capacity and activities within the Rewilding Spain organisation.
- Collaborate with the team in researching and drafting proposals for the public sector. Public funding represents a significant opportunity, with Rewilding Spain already well placed to develop projects that align with government priorities and funding programmes.
- Analyse market trends and donor landscapes to identify potential opportunities.

#### ***Donor Cultivation and Stewardship:***

- Build, as well as manage, a sustainable and effective funding pipeline, engaging with leads and prospects from different funding segments to grow the total Rewilding Spain grant income.
- Create tailored engagement plans for donors, ensuring personalised stewardship and ongoing relationships.
- Convene programme management meetings with staff and appropriate partners to oversee programme implementation.
- Increase visibility of Rewilding Spain in focal countries while representing Rewilding Spain as a passionate and articulate spokesperson.

### **Data, compliance and reporting:**

- Ensure compliance with fundraising regulations, ethical standards and best practices in philanthropy.
- Oversee the content, quality of detailed impact reports and analysis for donors alongside other stakeholders.

### **Profile**

The ideal profile is a senior, entrepreneurial and well-connected philanthropy professional who knows how to spot opportunities, build influential relationships and unlock significant funding.

### **Experience**

- 5+ years' experience in philanthropy, major gifts, fundraising, private wealth, family offices or a related field.
- Proven track record of securing significant philanthropic commitments.
- Experience working with HNWLs, foundations, corporations, family offices and influential stakeholders.
- Strong understanding of the philanthropic landscape in Spain and Europe.

### **Skills and qualifications**

- Strong network-building and relationship management skills.
- Ability to identify opportunities, open doors and develop new funding streams.
- Excellent communication, influencing and negotiation skills.
- Ability to operate confidently at senior societal, philanthropic and business levels.
- Strategic thinker who can turn opportunities into concrete partnerships and funding.
- Fluent English; Spanish and/or other European languages are an advantage.

### **Personal traits desired**

- Entrepreneurial, proactive and opportunity-driven.
- Natural connector who enjoys building relationships and entering new networks.
- Socially confident, credible and persuasive.
- Curious, commercially minded and able to make things happen.
- Passionate about rewilding, nature restoration and Spain.
- Existing network within Spanish and European philanthropy.
- Experience at the intersection of philanthropy, impact investment, conservation, business or sustainable land use.
- Willingness to travel regularly across Spain and Europe.

## **Terms and conditions**

Rewilding Spain offers:

- Travelling regularly across Spain and Europe.
- An annual salary of €60,000.
- The opportunity to make a difference.
- Challenging and fulfilling work in one of the most exciting ecological regions in Europe.
- A friendly and highly professional working environment in an international context.
- Diverse tasks and independent working style.

## **To apply for the post**

To apply for this role, please submit a copy of your CV/resume and a cover letter outlining your interest in the role and how you fulfil the requirements set out in the job announcement by clicking **here**. Please ensure you send your CV and Cover letter in the following format: full\_name\_CV\_org\_name\_role and full\_name\_role\_CL.

If you have any questions about the role or organisation and would like an informal chat ahead of submitting a formal application, please reach out to Noëmi Bijlsma at [noemi@upsallinternational.com](mailto:noemi@upsallinternational.com). Please note: to ensure the security of your application and to ensure that your data complies with GDPR regulations, applications via email will not be accepted.

- **The deadline for applications is Monday October 5th, 2026, 9:00 am CET** •

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