



Future Woodlands
Scotland

Chief Executive (permanent part time)

Future Woodlands Scotland is a Scottish charity working to create a Scotland where trees and native woodlands are thriving for our wildlife, communities and climate. Our mission is to protect, create and restore these vital habitats through knowledge, partnership and practical action. We are entering one of the most exciting and important stages of our journey and are seeking an experienced, strategic and inspiring Chief Executive to lead us into this next chapter.

Founded in 2012 to support innovative thinking for trees and native woodlands, we have grown into an organisation delivering practical action at scale. Today, our work stretches from city spaces to wild places — supporting farmers and landowners to create or restore native woodlands, strengthening local nurseries, building sector skills, and bringing trees into everyday landscapes across Scotland.

The organisation has grown rapidly over the past three years under the leadership of the current CEO, Shireen Chambers MBE FICFor, and now operates as a team of seven delivering national programmes across Scotland.

Our work is guided by five strategic priorities; each one reflects where we can have the greatest long-term impact for Scotland's trees, landscapes and communities:

1. Future Woodlands programme – restoring threatened woodland
2. Urban Forestry programme – planting more trees in our towns and cities
3. Woodland Skills programme – helping people gain the skills needed to care for our woodlands
4. Research & Engagement programme – funding research, expanding knowledge and awareness
5. Resilient forestry programme – advancing regenerative approaches to woodland management

About the Role

This is a rare opportunity to shape a small, ambitious and high performing charity at a time of rapid growth and national influence.

Reporting directly to the Board of Trustees, you will be responsible for delivering the aims of the charity by developing and implementing successive strategic plans, supporting operational delivery and developing external relationships. You will oversee programme delivery and bring out the best in our small and committed team.

The main duties and responsibilities of the role are:

Organisational Development and Governance

- Work with the Board of Trustees to develop and implement long-term successive strategies and business plans.
- Manage the development and growth of FWS, ensuring we have suitable staff resources, policies, processes and structures in place.
- Identify strategic risks and opportunities and recommend and implement associated change.
- Support relevant staff to ensure all operational functions including administration, finance and IT are managed to the highest standards and all legal and regulatory requirements are met.
- Take overall responsibility for the management and administration of the charity.
- Support the recruitment, induction, and training of new Trustees to ensure continuity on the Board.

Staff Management

- Manage the team at FWS and ensure it is a well-run organisation where colleagues feel valued and have the freedom to work effectively.
- Inspire and support the team to meet targets and to understand how their contribution is vital to achieving wider strategic aims.
- Ensure there are clear lines of accountability and responsibility across the team which foster and maintain effective working relationships for the organisation.

Partnerships and Communications

- Alongside the Chair of Trustees, be the face and voice of FWS: act as its principal ambassador and lead on promoting FWS by raising its profile, engagement and reach.
- Nurture and champion relationships with existing funders, deepening trust and generating the confidence and enthusiasm that underpin sustained support.
- Network widely and lead the development of strategic partnerships across corporate, statutory and third-sector organisations, strengthening FWS's influence and expanding its external relationships.
- Support the Fundraising Manager to seek, develop and manage new opportunities for funding and corporate partnerships to ensure a long-term sustainable income.
- Support the Communications Manager to ensure effective communications that deliver FWS objectives.
- Adhere to Future Woodlands Scotland values in all aspects of your work and your relationships with colleagues, clients and others.
- Promote a culture of safe working and ensure Health & Safety procedures are followed.

Skills and Qualities

Essential

- An understanding and enthusiasm for the organisation.
- A proven track record in leading and managing an organisation through growth and change.
- Substantial experience of successfully leading, managing, motivating and developing staff.
- Excellent communication, presentation and interpersonal skills, and ability to engage with and influence a wide range of stakeholders using a variety of communication methods.
- Knowledge and experience of charity governance, policies and statutory requirements.

Desirable

- Knowledge of Scotland's forestry, native woodland and/or land management sector.
- Experience of working in the charity sector at a senior level.

Location of Role

This role is Scotland based. Future Woodlands Scotland does not have a central office; staff either work from home or share an office space with like-minded organisations. Travel across Scotland for meetings with staff and stakeholders is expected. Our current team is spread across Dumfries & Galloway, Central Scotland, Lothian and Aberdeenshire.

Contract Details

- Permanent, part time (3 days per week)
- £65,000–£75,000 FTE, depending on experience
- 25 days annual leave + 10 public holidays (pro rata)
- Additional annual leave increasing with length of service, up to a maximum of 10 additional days.
- Home working
- 8% employer pension contribution

Recruitment Process

To apply, all candidates are required to submit:

- A CV of no more than two sides of A4 with education, professional qualifications and employment history and the names and contact details for two referees.
- A covering letter that should give evidence of the strength and depth of your ability to meet the essential criteria for this role. Please provide specific examples to demonstrate how you meet each of the criteria (max two pages please).

Applications should be emailed to Shireen Chambers, at
shireenchambers@futurewoodlands.org.uk

If you would like an **informal chat** about the role, please contact Shireen, current CEO, by email to arrange a call.

The interview panel will be Dave McCall, panel chair and chair of FWS, Alastair Seaman, FWS trustee and Naomi Spiro, FWS trustee.

Deadline for Applications: Midday, Monday 16 March 2026

Interviews: 30 March 2026, in Edinburgh in person

Thank you for your interest in the post.