



Regenerative Business Developer

Looking for a person to help nurture the creativity and potential found in the SE Ireland Bioregion for long-term sustainable ecosystems and communities.

Introduction

The Bioregional Weaving Lab in SE Ireland works with relationship-based approaches to support regenerative business development and systemic change for long-term thriving ecosystems and communities. Are you skilled at navigating the complexities of this challenge and contributing to collective value creation for our cultural and natural common benefit? If so, we would love to hear from you.

Background

Two years ago, in response to the eco- and sociological challenges of SE Ireland, we began to explore the future potential of the area through the lens of a Bioregional Weaving Lab (BWL). Eight BWLs in different European countries are currently collectively combining their efforts to restore, protect or regenerate 1 million hectares of land and mobilise 1 million changemakers using a '4 Returns' framework. The European BWL Collective is coordinated by two global pioneering backbone organisations: [Commonland](#), working with holistic landscape restoration, and [Ashoka](#), working with systemic social innovation and changemakers.

In 2024, after a period of listening to and being guided by local communities and ecological context, and after two years of being hosted by GIY, the BWL in Ireland established itself as its own legal entity. We are now ready to consolidate insights, learnings and inspiration and enter into a phase where we develop long term partnerships and support a portfolio of community-led local innovations and concepts that together can bring about positive change.

The team

You will join a team of one other (Sarah Prosser), with ambitions to grow in the future. This team is closely supported by local partners, colleagues in the backbone organisations based in Ireland and the Netherlands, as well as by peers in the other European network of Bioregional Weaving Labs. The core team of two will manage all aspects of the BWL in Ireland as part of a non-profit organization, Bioregional Weaving Alliance Ireland CLG, which currently has a board of four Directors.

The role



Job tasks will involve supporting local stakeholders to develop ideas, concepts and regenerative business models, referred to as the 'portfolio of concepts' associated with the BWL. This will include working closely with local stakeholders on how to generate and document value - financial, social and for nature and inspiration - and contribute to strategic plans and budgets.

You will also have the opportunity to contribute to shaping the future of the BWL organisation in Ireland, working alongside your colleague, Sarah Prosser, the board of Directors, and new and existing partners.

Key to this role is that you are based in the heart of the bioregion (County Waterford) and are available to develop long-term relationships with many of the stakeholders that BWL SE Ireland works with as the core of its work.

You will also be undertaking admin and maintenance of our digital platforms and co-leading workshops and event evenings.

You will get the opportunity to attend and contribute to relevant network events locally and nationally, as well as European gatherings of other BWLs around Europe.

The working environment will be dynamic and evolving. It requires all staff to embrace and manage change and take on new responsibilities as needs arise. Consequently, the responsibilities outlined in this job description should not be regarded as comprehensive in scope and may be added to or altered as required, in line with the requirements of the organisation.

Reporting

The Regenerative Business Developer will report to the CEO of the new entity, Sarah Prosser, who also works as the chief weaver of social and ecological change in the SE Ireland Bioregion.

Skills

We are looking for someone with over 5 years experience, with skills that include expertise in several or all of the following:

Core skills:

- Supporting business and ideas led by local stakeholders to generate social, economic and natural returns, as well as a return of inspiration (the 4 Returns).



- Direct experience from working within ecological or social fields can be useful both to give relevant input during new business model development and to provide advice services as needed.
- Documentation and evaluation approaches to recording each of the '4 Returns' created at landscape/seascape and local scales.
- Project management and report-writing skills
- Content provision for, and maintenance of, website, social media platforms and development of communication strategies.
- Office support of CRM, HR, finance function and admin

Additional skills:

- Strategic planning and budgeting
- The relational aspects of transformation, complexity, holistic landscape restoration, systems change and mindset shift, asset based place-based approaches and investment.
- Fundraising activities and applications (EU, local and regional funding)
- Workshop organisation and facilitation
- Presentations, networking, teaching and stakeholder meetings

Contract duration and time commitment

This position is funding-dependent and the initial period of six months reflects the period currently secured. If successful fundraising and partnerships are secured, the position can be extended accordingly.

The position can be full or part time depending on level of experience.

The standard working week is 37.5 hours or part thereof. Weekend or evening work may sometimes be required. Overtime rates will not apply to additional hours worked outside of normal hours.

There will be a probation period of two months.

You will have a large degree of flexibility to design your own work days, in tune with the rest of the Irish team and partners.

You should have full rights to work in Ireland.



Salary and terms of employment.

Salary level will vary depending on agreed terms of employment, experience, relevance of skills and percentage of FTE post agreed. It should be in the range of a FTE 50-60,000 Euros.

In a part-time position you will preferably submit invoices and work as a sole-trader or equivalent. In a full-time position you will be employed and subject to Irish standard labour laws, holiday and hours.

Place of work: the position will require you to be based in the heart of the bioregion (County Waterford). Currently there is no fixed office, though by the time of your employment there may be a physical location in place (for example Dunhill EcoPark).

Computer and equipment: if you are working as a sole trader you will be expected to provide these yourself and cover any home-office expenses that might be incurred.

Application process

Please send your CV and a cover letter outlining why you think you are suitable for this position (max two pages). Indicate whether you are applying for a full-time or part-time position.

Applications should be sent to sarah@bwl.ie

Deadline 5pm on 31st August.

Interviews will take place in the first half of September, dates to be confirmed. There will be two rounds: first a short online interview, followed by a more in-depth, in-person interview for the short-listed candidates - to be held in Waterford City or Dunhill (tbc).

Start date

Ideal start date is 1st November, or earlier if the successful candidate is available.

More information

For more information please contact Sarah Prosser on sarah@bwl.ie (note on vacation from 22nd July until 9th August and unavailable during that period) or Pieter Ploeg on pieter.ploeg@commonland.com (on vacation 19th - 28th August).

Equal Opportunities



BWAI is committed to equal opportunities for all candidates. If you have a disability or require reasonable accommodations during the recruitment process, we encourage you to let us know to ensure that you receive the support that you need. Requiring adjustments or reasonable accommodation will not have any impact on the selection process and all information disclosed will be treated in the strictest confidence.

Background information:

- [The work of the Bioregional Weaving Lab in South East Ireland](#)
- [The Bioregional Weaving Lab Collective Network Europe](#)
- [The 4 Returns and Commonland](#)