



## Regeneration Specialist, WIRRED

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Walkers Institute for Research, Education & Design (WIRRED)

### Position Overview

WIRRED is seeking an experienced Regeneration Specialist to be a valued member of its senior leadership team. The Regeneration Specialist will play a crucial role in carrying out WIRRED's growth strategy for evolving Walkers Reserve in Barbados from an active sand quarry to a vibrant food forest, improving the effectiveness of regenerative works and enhancing the organization's performance.

At WIRRED, we value authenticity, innovation and integrity and seek to foster an environment of inclusiveness, empowerment, and abundance. The ideal candidate will have a deep commitment to the mission and values of WIRRED, be detail-oriented yet strategic, quick thinking, highly analytical, and experienced in permaculture, regenerative agriculture, project management and strategy development. The successful candidate will be responsible for the development, design, operation and improvement of the permaculture and regenerative systems that create and implement WIRRED's projects.

### Responsibilities

The Regeneration Specialist is responsible for leadership and management of WIRRED's regenerative work at Walkers Reserve focusing on:

- The development, design, operation and improvement of the permaculture and regenerative systems at Walkers Reserve.
- Providing support and technical experience to the Agricultural Supervisor and the Regenerative Team.
- Routinely communicating and emphasising the organization's regeneration mission, vision, and culture throughout its regenerative activities so that it inspires team members and builds momentum behind positive action.

## Deliverables

### Permaculture, Regeneration & Strategic Project Planning & Management

- Create a plan for regeneration interventions into the future as the Walkers Reserve site evolves.
- Plan, develop, organize, implement, direct, and evaluate the organization's regenerative project agenda and performance while maintaining high quality standards, rapid response times, high reliability, and cost-effectiveness according to government, legal and/or statutory regulations where applicable.
- Coordinate with the Director of Research and Development and Director Special Projects to ensure accurate and consistent data collection and documentation of regeneration progress.
- Actively research and develop improved regeneration methodologies through the rigorous documentation of lessons learnt.
- Identify synergies between WIRRED and partner entities including the Caribbean Permaculture Research Institute (CPRI) and Slow Food Barbados, and ways to maximize the limited resources of each organization.

### Budget and Procurement Management

- Develop the initial annual regeneration budget with the Agriculture Supervisor and Nursery Manager for review and input by the senior management team.
- Supervise the tracking of the indicative annual budget against monthly actuals and conducting quarterly audit checks and random spot checks.
- Supervise the tracking of regenerative procurement, following up to ensure the appropriate tax concessions are being maximized, goods and equipment are being inventoried and properly accounted for and periodic (at least every 6 months) review of vendors and suppliers to ensure that the organization is getting value for money.
- Assist in the physical supervision of the spend of funds, as well as reporting requirements for grants received from government and/or regional and international donors as it relates to regeneration projects.
- Assist CPRI in the budgeting of permaculture activities.
- Manage and direct organization's operations to meet budget and other financial goals while delivering agreed performance indicators within budget.

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## Leadership & Supervision

- Motivate and lead a high-performance regeneration team; attract, recruit and retain required members of the executive team not currently in place; provide mentoring for the regeneration team.
- Coordinate with the Agriculture Supervisor to ensure the effective management of the daily performance of the regeneration team, using good meeting and project planning practices to drive focus and results.
- Manage projects (of varying scales) including scopes of work, scheduling, contracts, and budgets and ensure on-time completion of deliverables.
- Provide supervision for CPRI onsite interns and lead site visits where required.
- Coordinate with the Agriculture Supervisor to effectively manage external contractors where necessary.
- Coordinate with the Director of Research and Development to ensure regular drone mapping of site and generating content for use on various digital platforms (website, social media etc), reports and marketing material.
- Identify and manage organizational and project related risk, including the implementation and enforcement of internal control systems within the organization to mitigate risks.
- Enhance and/or develop, implement and enforce policies and procedures of the organization by way of systems that will improve the overall operation and effectiveness of WIRRED.
- Frequently visit the site for observation, to motivate crews and accept feedback and adjust planning for the future.
- Responsible for the measurement and effectiveness of all regeneration processes internal and external.
- Providing timely, accurate and complete reports on regeneration and programmatic activity within the organization to the Managing Director for updates at quarterly Board of Director meetings.
- Lead the training for all supporting staff on regeneration and permaculture techniques, coordinate training partners and develop and deliver apprenticeship training programs.
- Demonstrate active and effective leadership for the regeneration team by focusing on continual improvement of the efficiency and effectiveness of WIRRED, as well as, providing individual coordinators with coaching, guidance, and professional and personal growth opportunities where possible.
- Inspire the regeneration personnel to become a highly engaged and cohesive team.

- Conduct performance evaluations for the Agriculture Supervisor, Nursery Manager and regenerative team and assist the management team with developing a training and development plan for the regeneration team.
- Step in to support or represent WIRRED in meetings as needed.
- Coordinate with the management team to create robust agendas for management meetings.
- Participate in Board of Directors meetings (when required), providing updates to and seeking feedback from members on regeneration performance.

### Income Generation & Funding

- Manage the regeneration team to promote healthy soils and food production for Walkers Reserve, the local ecosystem and for export.
- Spearhead and supervise the production, communication, maintenance and continuous review of project documentation.
- Provide inputs for potential opportunities for funding and/or business development and assist in the implementation of projects.
- Supervise and coordinate with the Agriculture Supervisor and the relevant regeneration staff to lead tours of the Walkers site with officials of funding agencies and government.
- Coordinate permaculture and regenerative consultancies work outside of Walkers Reserve.
- Source experts globally that can support the project either as consultants and/or trainers.
- Promote and develop local business connections and partnerships.
- Collaborate and partner with worldwide institutions, organizations, businesses, and associations related to permaculture that promote similar sustainability activities and perspectives.
- Keep abreast of regeneration trends, best practice, innovative approaches, seminars, workshops etc and communicate to senior management and the team.
- Coordinate between the Chief of Operations, Island Developments Limited, the management team, the Agriculture Supervisor and the Nursery Manager to ensure the smooth evolution of the site.
- Effectively engage with invited scientists and experts related to the development of the site.
- Work cohesively with the relevant coordinators of CPRI & Slow Food Barbados to roll-out activities including taking the lead in teaching permaculture courses and sourcing instructors for permaculture training.
- Actively look for opportunities to generate income through CPRI activities and work with the Administrative Coordinator, CPRI to execute income generating activity.

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- Provide input at the request of the Managing Director to facilitate contract negotiation and legal activities: client contracts, partnership agreements, vendor contracts, and other legal documents for the regeneration sector at Walkers Reserve.

## Education

- Minimum of a Bachelor's Degree in Agriculture/Forestry or related discipline.
- Demonstrated knowledge of animal husbandry, plant life cycles, grafting and propagation
- Desirable: MBA, or Master's Degree in Agriculture/Forestry or related discipline.

## Experience

- 5 to 7 years' experience with progressive agriculture/horticulture and general management responsibilities in a high-paced, rapid growth project, non-profit, development/aid environment.
- Expertise in permaculture practices, earth building, organic farming, regenerative land stewardship and people management.
- Understand regeneration planting patterns and the ability to create new patterns as the landscape and project dictates.
- Expertise in program development, project proposal writing, project management and change management.
- Experience in the development of organizational processes, including budget and resource development, and strategic planning.
- Proficiency in Microsoft Office suite (Word, Excel, Outlook, PowerPoint).
- Expertise in defining and scaling processes, both internally and with external partners.
- High level of motivation and energy with desire to "roll up sleeves." Proven track record with and enthusiasm for building from the ground up and leading with a vision to the future.
- Demonstrated strong project management skills – experience in relating to senior management and Boards of Directors, desirable.
- A working knowledge of the statutory laws and regulations for similar type operations in Barbados and the Caribbean region, desirable.
- Desirable: experience in education, aquaponics, permaculture, biodynamics, animal husbandry or other regenerative agricultural practices.
- A deep commitment to the mission and values of WIRRED.

## Core Competencies

- *Business Acumen and Agility*, open to change and flexible in a fast-paced environment. Effectively adapts own approach to suit changing circumstances or requirements. Reflects on experiences and modifies own behavior. Performance is consistent, even under pressure. Always pursues continuous improvements.
- *Effective Communication*, expresses ideas or facts in a clear, concise and open manner. Communication indicates a consideration for the feelings and needs of others. Actively listens and proactively shares knowledge. Handles conflict effectively, by overcoming differences of opinion and finding common ground.
- *Partnership*, demonstrates understanding of the impact of own role on all partners and always puts the end beneficiary first. Excellent negotiating skills. Builds and maintains strong external relationships and is a competent partner for others.
- *Ethical Conduct*, conduct business in an ethical, open and transparent manner. A responsible steward of the organization's funds and its relationships with donors, partners, clients, employees, volunteers, interns, communities and supporters. Accountable for the way in which resources are used and strive to do so in an efficient and effective manner.
- *Integrity and Inclusion*, treats all individuals with respect; responds sensitively to differences and encourages others to do the same. Upholds organizational and ethical norms. Maintains high-standards of trustworthiness. Role model for diversity and inclusion.
- *Leadership*, Ability to lead self and others, acts as a positive role model contributing to the team spirit. Collaborates and supports the development of others. Ability to effectively, persuasively and tactfully interact with employees at all levels of the organization. Acts as a positive leadership role model, motivates, directs and inspires others to succeed, utilizing appropriate leadership characteristics.
- *Personal Effectiveness/Credibility/Results Oriented*, efficiently establishes an appropriate course of action for self and/or others to accomplish a goal. Actions lead to total task accomplishment through

concern for quality in all areas. Sees opportunities and takes the initiative to act on them. Understands that responsible use of resources and maximizes our impact on our beneficiaries. High level of personal and professional integrity and trustworthiness with a strong work ethic and the ability to work independently with minimal direction.

- *Problem Solving/Analysis*, evaluates data and courses of action to reach logical, pragmatic decisions. Takes an unbiased, rational approach with calculated risks. Applies innovation and creativity to problem-solving.
- *Strategic Perspective*, develops and implements sustainable business strategies, thinks long term and externally to positively shape the organization. Strong organizational, analytical, and strategic planning skills with attention to detail and a high quality of work in a transitioning and high-pressure environment. Anticipates and perceives the impact and implications of future decisions and activities on other parts of the organization. Ability to elicit cooperation from a wide variety of sources, including senior management, clients, and other departments

### **Reporting and Supervisory Chain**

The position will report to the Director of Special Projects and work collaboratively with the Director of Research & Development, Program Manager, Agriculture Supervisor, Nursery Manager and the Administrative Coordinator, CPRI.

### **Work Environment**

This job operates predominantly in the field with some time spent in an office environment. The incumbent will be required to move between the various business locations of WIRRED. This position requires travel.