

Land Use Advice Officer

Background

Covering 5,200 sq km of SW Scotland, the UNESCO Biosphere offers an opportunity to support local land managers, foresters and environmental bodies in identifying and implementing sustainable land use initiatives that will benefit biodiversity, climate change, landscape and the local economy across our region.

Past initiatives have involved the development of a Natural Heritage Management Plan that identifies high focus habitats and species within the Biosphere, the mapping of our ecosystem services and facilitating and contributing to discussions and policies related to the Scottish Land Use Strategy and Regional Land Use Partnerships.

We are currently involved in some exciting and innovative project bids to pilot natural capital opportunities, biodiversity offsetting, Black Grouse recovery and the delivery of nature based solutions that can benefit business, the environment and wider society.

The only thing holding us back from doing more is lack of capacity, so we are now looking to recruit a dedicated Land Use Advice Officer.

This will be an exciting time to join our UNESCO Biosphere and to make your mark, as for the first time with secure funding support, we have a permanent team covering skills in land use, biodiversity, business development, communities, learning, marketing and communications who together will be responsible for ensuring that the sustainability ethos of the Biosphere is good for people and the environment.

The Role

The Land Use Advice Officer role will be responsible for supporting the Land Use and Biodiversity Lead Officer in the development and delivery of new partnerships with land managers, environmental bodies and government agencies that will see our UNESCO Biosphere grow to become one of the key environmental influencers in SW Scotland.

We're looking for somebody who can support the practical delivery and development of a Sustainable Land Use services that will benefit natural capital, the land management community and the economy of our UNESCO Biosphere.

With a good knowledge and understanding of biodiversity and its relationship with land management, you'll be engaging land managers in initiating a range of projects and initiatives to help combat the joint crises of biodiversity loss and climate change.

These will include a pilot project involving a broad partnership and focused on working with local farmers to achieve the delivery of natural capital objectives within the UNESCO Biosphere.

Working with partners on the delivery of a Landscape Enterprise Network in the Biosphere that facilitates the development of more resilient supply chains for local businesses through development of nature based solutions with local land managers.

Addressing the decline of Black Grouse in the Biosphere through contributing to the local development and delivery of a southern Scotland approach involving targeted land management at known and historic lek sites.

You'll be joining a team consisting of the existing Biosphere Manager and Business Development Lead Officer and new appointments specialising in Communities and Learning, Communications, Finance and Office Management.

Applications

Closing Date for Applications is Midday Friday 5th November.

Proposed interview date is 23rd November

Application forms must be completed although you are welcome to also submit a covering letter and CV.

All applications to be submitted electronically as PDF documents.

Please save each file in the following format;

YourNameLandAdviceApplicationForm.pdf

YourNameLandAdviceCV.pdf

YourNameLandAdviceCoveringLetter.pdf

Applications emailed to: info@gsabiosphere.org.uk

For more information or to discuss the role please contact;

Andrew Tait

Lead Office Land Use and Biodiversity

andrew@gsabiosphere.org.uk

Tel. 07917 924 154

JOB DESCRIPTION

Post Title	Land Use Advice Officer
Base	Biosphere Offices, St Johns Town of Dalry (to b confirmed)
Reporting to	Biosphere Manager
Responsible For	n/a
Gross Salary	£25,000 – £27,000 p.a.
Pension Contribution	Employer contribution of 8% of salary
Contract Period	Permanent
Contract Hours	Full-time (37 hours per week) It may occasionally be necessary to attend meetings outwith normal working hours (for which time off in lieu will be given).

Job Purpose

The post holder will be responsible for supporting the development of a Land Use Service that engages land managers (particularly forestry and agriculture), environmental NGOs, local and national agencies, and communities in delivering and show casing nature-based solutions that address the twin challenges of climate change and biodiversity loss.

Principal Duties:

- Support the development and delivery of a land use advise service for land managers that delivers nature based solutions valuing Natural Capital and addressing the twin challenges of Climate Change and Biodiversity loss
- Provide technical advice, support and networking opportunities to land managers, farmers and foresters on how they can contribute to the delivery of the UNESCO Biosphere Natural Heritage Management Plan.
- Identify, develop and support new projects and grant funding applications to help fulfil priority habitat and species objectives.
- Support and promote the delivery of actions to address the UN Sustainable Development Goals.
- Supporting the Biosphere in contributing to the delivery of the proposed Regional Land Use Partnerships.
- Collation and management of geospatial data that will inform better land use for the Biosphere
- Support the promotion of the UNESCO Biosphere and its natural heritage to communities, visitors and special interest groups through talks, events and publications.
- Regular reporting to Land Use and Biodiversity Lead Officer / GSAB Manager on progress against actions and targets
- Support national and international networking opportunities with other UNESCO Biospheres
- Support and contribute to research activities in the Biosphere
- Explore and support income generation opportunities

The office base will be St John’s Town of Dalry (to be confirmed) where, subject to Covid restrictions, the team will be expected to work from together for two days a week.

(As a temporary measure the team will work from Kirroughtree and home until the new office premises are available.)

The other days are likely to involve 'agile working' meeting with local stakeholders, hot desking at partner organisations or the option of working from home.

We strive to offer a flexible working environment and are open to discussion on specific situations including job share.

No Job Description can be entirely comprehensive and the post holder will be expected to carry out other duties from time to time that are commensurate with the above responsibilities and determined by the Partnership Board.

Land Use and Biodiversity Officer Person Specification

Requirements <i>Essential (E) or Desirable (D)</i>	E	D	Requirements <i>Essential (E) or Desirable (D)</i>	E	D
1. Education and Training	Score		4. Knowledge	Score	
<ul style="list-style-type: none"> Degree level qualification in an environment, ecology or land management subject Minimum of 2+ years relevant experience Ongoing commitment to CPD 	E	D	<ul style="list-style-type: none"> UNESCO Biospheres and/or protected area management Scottish biodiversity policy Scottish habitats and species Scottish Land Use and Climate Change policy Regional Land Use Partnerships An understanding of current issues facing rural communities including economic, social and cultural issues. Understanding of Ecosystem Services 		D
2. Experience	Score		5. Personality Factors	Score	
<ul style="list-style-type: none"> Successful working on multi-partner projects relating to land use, conservation and nature recovery Providing advice to farmers, foresters or land managers to achieve conservation objectives such as native woodland creation, grassland management, soil conservation, species protection. Use of spatial data to influence decision making Development and delivery of landscape scale projects Understanding of contemporary farming practices Project and budget management. Writing reports. Working with key stakeholders Working to deadlines 	E		<ul style="list-style-type: none"> Good interpersonal skills Team player Reliable Self-motivated Able to work under pressure Attention to detail 	E	
3 Skills and Abilities	Score		6. Other Requirements	Score	
<ul style="list-style-type: none"> Full suite of Microsoft packages GIS Mapping Good written communication skills Record keeping/organisational skills Good verbal communication Good customer relationship skills 	E	D	<ul style="list-style-type: none"> Flexible approach to work duties Works well independently and as part of a team Observe requirements for confidentiality Driving License & willing to drive 	E	

Terms and Conditions

Pension

All staff will be automatically enrolled into a suitable Workplace Pension Scheme if eligible. The employer will contribute 8% to the Workplace Pension Scheme provider, which is dependent on a minimum 5% contribution from the employee.

Annual Leave

All staff will receive 25 days annual leave rising after three years to 30 days.

Bank Holidays

All staff will receive 4 floating bank holiday days which are added to their annual leave entitlement. All staff will receive 4 fixed days bank holiday days covering Christmas and New Year.

Overtime

There is no paid overtime available however "time off in lieu" is given for working outside regular office hours.

Notice and Probation

All new staff are required to complete a three months' probationary period during which time 1 weeks' notice to terminate employment can be given by either side and/or the probationary period extended.

At the end of the probationary period a minimum of one month's notice, in writing is required from either employee or employer. This will increase by one week's notice per full year worked after four years' service up to a maximum of 12 weeks.

Mileage

Access to a vehicle is required with business mileage available at currently £0.45/mile, in line with HMRC guidance.