



Land Use and Biodiversity Lead 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 project bids to pilot natural capital opportunities, biodiversity offsetting and further research linked to achieving a more sustainable approach to land management in the uplands.

With significant policy changes in Scotland that are beginning to recognise the need for a more balanced and sustainable approach to future land use that delivers multiple benefits this is a really exciting time to get involved in our UNESCO Biosphere.

The Role

The Land Use and Biodiversity Lead Officer role will be responsible for managing and mentoring a team that works in partnership 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 with excellent people and project management skills, who can support the practical development and delivery of projects and initiatives that will help tackle the twin emergencies of biodiversity and climate change.

With a good knowledge of biodiversity and its relationship with sustainable land management you'll be leading a team who are engaging land managers in initiating and driving innovative nature-based solutions, developing new partnerships & networks etc. and contributing to the planned roll out of the Regional Land Use Partnership Pilots. We want you to influence and guide future land use in this extensive and varied area, helping to highlight, celebrate and conserve what is distinctive and most valuable. At the same time, you'll be identifying, describing, encouraging and facilitating the changes required to meet the challenges of the climate and biodiversity emergencies

As well as inheriting your own team consisting of a Land Use adviser and newly appointed Project Support Officer, you'll also be working alongside our Business Development and Communities & Learning teams supporting them in celebrating and enhancing local biodiversity through their work with communities, schools, and businesses. Alongside them we have specialists in Finance, Marketing, Communications and Business Support who can help ensure that your ideas and innovations will really make a mark.



Applications

Closing Date for Applications is Midday Thursday 11th August 2022.

Proposed interview dates for the two-stage interview are;

Stage 1 Monday 22nd August 2022

Stage 2 Tuesday 23rd & Wednesday 24th August 2022.

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 ;

YourNameApplicationForm.pdf

YourNameCV.pdf

YourNameCoveringLetter.pdf

Application and further enquiries to:

Ed Forrest

Director

Email: ed@gsabiosphere.org.uk

Tel: 0771 7767936



JOB DESCRIPTION

Post Title	Land Use and Biodiversity Lead Officer
Base	Biosphere Offices, St Johns Town of Dalry*
Reporting to	Biosphere Manager
Responsible For	Sustainable Land Use Team and Interns
Gross Salary	£31,620 – £33,660 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 leading a Land Use and Biodiversity team that engages land managers (particularly forestry and agriculture), environmental NGOs, local and national agencies, and communities in delivering and showcasing nature based solutions that address the twin challenges of climate change and biodiversity loss.

Principal Duties:

1. Lead and develop the skills and expertise of the Land Use and Biodiversity team.
2. Identify, develop and manage new projects and grant funding applications to help fulfil priority habitat and species objectives.
3. Develop and support partnerships and initiatives focused on the delivery of nature-based solutions that value Natural Capital and address the twin challenges of Climate Change and Biodiversity loss
4. Lead the Land use team in providing 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.
5. Supporting the Biosphere in contributing to the delivery of the proposed pilot Regional Land Use Partnerships.
6. Support Environmental NGOs and local land managers in realising the benefits of actively promoting associations with the UNESCO Biosphere
7. Collation and management of geospatial data that will inform better land use for the Biosphere
8. Contribute responses to policy and development that will impact on land use in the Biosphere
9. Support and promote the delivery of actions which are in line the UN Sustainable Development Goals.
10. Contribute to the delivery of GSAB's funding and communications objectives, particularly through communicating our conservation messages and securing income to help deliver the outcomes of the Natural Heritage Management Plan and other GSAB Plans.
11. Regular reporting to GSAB Manager / Partnership Board on progress against actions and targets agreed by the Biosphere Partnership Board through the Business and Strategic plans
12. Engage in and attend national and international networking opportunities with other UNESCO Biospheres
13. Support and contribute to third party research activities in the Biosphere



*Currently we work out of an office at Kirroughtree, nr Newton Stewart, but expect to be re locating to a new eco office in St John's Town of Dalry in the next 12 months.

Whilst we take a flexible hybrid approach to working, we will expect the successful applicant to be based in or very close to the Biosphere and to attend the office two days per week. 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.

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 3+ years relevant experience Ongoing commitment to CPD Membership of an appropriate professional body (if available) 	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"> Project and budget management 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. Use of spatial data to influence decision making Development and delivery of landscape scale projects Writing detailed reports. Actively contribute to the development of organisational strategies and policies Managing and developing staff Working with key stakeholders, public agencies, businesses and community groups Working to deadlines 	E	D	<ul style="list-style-type: none"> Good interpersonal skills Team player Reliable Self-motivated Able to work under pressure Attention to detail Enthusiasm and a personal interest in improving sustainability and biodiversity outcomes. 	E	
3 Skills and Abilities	Score		6. Other Requirements	Score	
<ul style="list-style-type: none"> Ability to identify, scope, budget and deliver a successful project. Ability to develop, motivate and engage a team 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 the Christmas and New Year period.

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.