

# Nature Recovery Officer

## Background

Covering over 5,200 sq km of SW Scotland, the UNESCO Biosphere offers an opportunity to support local land managers, farmers, foresters and environmental bodies in implementing sustainable land use and management initiatives that will benefit biodiversity, provide adaptation to climate change and support 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 land use and nature in Scotland. We've also engaged local communities and some of our local businesses in understanding how they can help nature through the development of community green spaces and local gardens.

We are currently involved in development of some exciting and innovative projects to deliver nature-based solutions that can benefit business, the environment and wider society, such as a pilot to identify natural capital on farms, opportunities around native tree propagation and expansion, Black Grouse recovery and other nature restoration opportunities.

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

This is an exciting time to join our UNESCO Biosphere and to make your mark as we develop our Land Use and Biodiversity program, working with a permanent team covering skills in land use, biodiversity, business development, communities, learning, marketing and communications who together are responsible for ensuring that the sustainability ethos of the Biosphere is good for people and the environment.

You'll be the second team member working on land use and biodiversity with a third person specialising in Natural Capital and farming due to be recruited in the autumn.

## The Role

The Nature Recovery Officer role will be responsible for supporting the Land Use and Biodiversity Lead Officer in championing nature through the development and delivery of projects involving local 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 someone who can identify opportunities to develop and deliver new projects that will benefit both people and nature. With a good knowledge and understanding of ecosystem function and biodiversity and their relationship with land management, you'll be engaging partners in initiating a range of projects and initiatives to help combat the joint crises of biodiversity loss and climate change.

These may include, but are not limited to:

- Working with partners in addressing the decline of upland habitats that support black grouse through contributing to the local development and delivery of a southern Scotland approach involving targeted land management at known and historic black grouse lek sites.
- Supporting the development of a project to encourage small-scale tree planting across parts of the Biosphere.

- Working with partners to consider the feasibility of community tree nurseries that can propagate native seeds and cuttings.
- Supporting the development of an initiative for pollinator corridors throughout the Biosphere.
- Engaging community groups in supporting biodiversity, native woodland creation, river restoration and/or climate change.

You'll be joining a team consisting of the existing Biosphere Director, Business Development Lead Officer (Deputy Manager), Land Use and Biodiversity Lead Officer and Lead Officers and Officers specializing in Communities and Learning, Communications, Finance and Office Management.

We offer a flexible hybrid approach to working, with existing staff required to work two days a week from the office with the option to work the balance from home to suit individual circumstances. We are open to considering job sharing opportunities and will support additional training for the right candidate who needs additional skills development.

If you don't fulfill all the essential criteria but can identify clear skills development, then we may be able to support you through a 12-month development, transitioning to the permanent position at the end of the period.

For more information on this or future roles please feel free to give us a call or keep an eye on social media for announcements.

## **Applications**

**Closing Date for Applications is midday Friday 19<sup>th</sup> of May.**

**Proposed interview date is Wednesday, 14<sup>th</sup> of June.**

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;

YourNameNatureRecoveryApplicationForm.pdf

YourNameNatureRecoveryCV.pdf

YourNameNatureRecoveryCoveringLetter.pdf

Applications emailed to: [info@gsabiosphere.org.uk](mailto:info@gsabiosphere.org.uk)

**For more information or to arrange a time to discuss the role please contact;**

Sara Press

Lead Officer Land Use and Biodiversity

[sara@gsabiosphere.org.uk](mailto:sara@gsabiosphere.org.uk)

## JOB DESCRIPTION

<b>Post Title</b>	Nature Recovery Officer
<b>Base</b>	Biosphere Offices, St Johns Town of Dalry*
<b>Reporting to</b>	Land Use and Biodiversity Lead Officer
<b>Responsible For</b>	n/a
<b>Gross Salary</b>	£27,050 – £29,215 p.a.
<b>Pension Contribution</b>	Employer contribution of 8% of salary
<b>Contract Period</b>	Permanent
<b>Contract Hours</b>	Full-time (37.5 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 and delivering nature recovery efforts that address the twin challenges of climate change and biodiversity loss through partnerships with land managers (particularly forestry and agriculture), environmental NGOs, local agencies and communities.

### Principal Duties

- Work with local partners to identify and deliver nature-based solutions to address the twin challenges of climate change and biodiversity loss.
- Support new projects and grant funding applications to help fulfil priority habitat and species objectives as identified in the UNESCO Biosphere Natural Heritage Management Plan.
- Build strong relationships with local land managers, farmers, foresters, partners and communities, and support land managers transitioning into appropriate funding schemes.
- Support the delivery and development of a small-scale tree planting scheme.
- Encourage the development of community tree nurseries for native species.
- Raise the profile of biodiversity in the Biosphere.
- Support the collation and management of geospatial data that will inform better land use for the Biosphere.
- Represent the Biosphere at meetings and support the promotion of the UNESCO Biosphere and its natural heritage to communities, visitors and special interest groups through talks, events and publications.
- Support and promote the delivery of actions to address the UN Sustainable Development Goals.
- Report regularly to Land Use and Biodiversity Lead Officer / GSAB Manager on progress against actions and targets.

*Please note that in addition to the principal duties listed above, the post holder will from time to time be expected to carry out other duties that are commensurate with the above responsibilities and determined by GSAB's Partnership Board.*

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

We are committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. We welcome applications from everyone, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex and sexual orientation.

\*Within a year, the office base will be St John's Town of Dalry where, subject to Covid restrictions, the team will be expected to work from together for two days a week. Until then, the team will work from Kirroughtree Courtyard for one to two days a 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.

## Nature Recovery Officer Person Specification

Requirements <i>Essential (E) or Desirable (D)</i>	E	D	Requirements <i>Essential (E) or Desirable (D)</i>	E	D
<b>1. Education and Training</b>	Score		<b>4. Knowledge</b>	Score	
<ul style="list-style-type: none"> <li>Degree level qualification in an environment, ecology or land management subject</li> <li>Minimum of 2 years relevant experience</li> <li>Ongoing commitment to Continued Professional Development</li> </ul>	E	D	<ul style="list-style-type: none"> <li>Scottish land and habitat management</li> <li>Scottish biodiversity</li> <li>Landscape scale restoration</li> <li>Policy and funding on land use, biodiversity, climate change, farming and forestry</li> <li>Scottish farming practice</li> <li>Scottish forestry practice</li> <li>Understanding of natural capital</li> <li>Understanding of ecosystem services</li> <li>Understanding of UNESCO Biosphere and/or protected area management</li> <li>Understanding of current issues facing rural communities including economic, social and cultural issues</li> </ul>	E	D
<b>2. Experience</b>	Score		<b>5. Personality Factors</b>	Score	
<ul style="list-style-type: none"> <li>Experience working on projects related to land use, conservation or nature recovery</li> <li>Provision of land management advice to farmers, foresters or land managers to achieve conservation objectives such as native woodland creation, grassland management, soil conservation or species protection</li> <li>Use of spatial data</li> <li>Development and delivery of landscape-scale projects</li> <li>Project management</li> <li>Budget management</li> <li>Writing reports</li> <li>Collaborating with partners and stakeholders</li> <li>Working to deadlines</li> <li>Working as part of a team</li> </ul>	E	D	<ul style="list-style-type: none"> <li>Good interpersonal skills</li> <li>Supportive team player</li> <li>Attention to detail</li> <li>Reliable</li> <li>Self-motivated</li> <li>Able to work under pressure</li> </ul>	E	D
<b>3. Skills and Abilities</b>	Score		<b>6. Other Requirements</b>	Score	
<ul style="list-style-type: none"> <li>Full suite of Microsoft packages</li> <li>GIS Mapping</li> <li>Good written communication skills</li> <li>Record keeping/organisational skills</li> <li>Good verbal communication</li> <li>Good negotiation skills and ability to work with a range of people</li> </ul>	E	D	<ul style="list-style-type: none"> <li>Flexible approach to work duties</li> <li>Observe requirements for confidentiality</li> <li>Driving License and willing to drive</li> </ul>	E	D

## 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.