

Nature Recovery Manager

Background

Covering 9,700 sq km of land and sea, the Galloway and Southern Ayrshire UNESCO Biosphere was the first UNESCO Biosphere in Scotland and offers an opportunity to lead on landscape scale nature recovery that will be good for nature, good for people and good for the local economy. 69% of the Biosphere area is within Scotland's first Natural Capital Innovation Zone which also includes delivery of Scotland's first Regional Land Use Framework. Together these make the UNESCO Biosphere an exciting and dynamic place to work as multiple partners come together to explore new approaches to addressing the twin crises of biodiversity loss and climate change at scale in the region.

All the work we do is done in partnership, working with local land managers, foresters, communities, environmental bodies and the public sector in identifying and implementing initiatives that will create a more resilient, vibrant and environmentally sustainable future for our UNESCO Biosphere.

Current initiatives underway include a tree planting grant programme aimed at local landowners and communities focused on diversifying native tree cover in the Ayrshire parts of the UNESCO Biosphere; a partnership initiative addressing the decline in swifts through installing nest boxes in our local communities and we recently completed an internationally funded study that has focused on the development of an innovative natural capital audit process for use on farms within our Biosphere. This audit will form the basis for a new five-year Natural Capital project called On farm Plans Integrated with Nature (OPIN), starting this spring that will be piloting implementation of the audit process on twelve farms and assessing the impact of nature positive interventions on the wider farm businesses.

Partnership is at the core of much of what we do which is illustrated by the annual nature friendly farming conference we jointly host with NFUS and the Regenerative Farming Network and initiatives such as the Nith Catchment Summit to Sea project where we are leading a broad partnership in the development of an exciting catchment wide nature restoration initiative that will model and deliver habitat improvements that together will contribute towards landscape scale gains for nature, land management and communities in the Nith river catchment.

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 through a history of involvement in research projects centered around future land use have been involved in facilitating and contributing to discussions and policies related to the Scottish Land Use Strategy and Regional Land Use Partnerships.

With the marine environment only recently having been included in an extension of the UNESCO Biosphere there are exciting opportunities to work with partners in supporting the

Solway Coast and Marine Project (SCAMP) exploring blue/green carbon, and potential for linking with other UNESCO designations surrounding the Irish Sea.

The Role

The postholder will lead the Nature Recovery Team currently comprising a Nature Recovery Officer and a new appointment of a Natural Capital Project Officer. They will be responsible for growing and developing the team whilst overseeing delivery of our portfolio of key strategic projects including the Nith Catchment Summit to Sea, Borderlands Natural Capital On-farm Plans Integrated with Nature (OPIN) and Ayrshire Tree Planting programme. They will work in partnership with land managers, fisheries groups, environmental bodies and government agencies to identify and develop new opportunities that support nature recovery in our UNESCO Biosphere.

We're looking for somebody who can support the practical delivery of strategic policies related to Scottish Government targets relating to biodiversity and climate change, the Natural Capital Innovation Zone, and to help formulate GSAB responses to government policy consultations.

With a good knowledge of landscape scale project development and management, you'll be the catalyst in engaging partners in initiating and driving innovative nature-based solutions to help combat the joint crises of biodiversity loss and climate change, exploring opportunities for new private finance and contributing to the roll out of the Regional Land Use Framework and Natural Capital Innovation Zone.

You'll be part of the senior management team for our UNESCO Biosphere working alongside the Biosphere Communities and Business Manager in supporting the Biosphere Director in delivery of the Biosphere's 2022-32 Strategic Plan. You will also offer specialist guidance and support to other members of the Biosphere team in their work with communities, schools, and businesses as appropriate.

The Nature Recovery Manager is supported with funding from South of Scotland Enterprise.

Applications

Closing Date for Applications is Midday Monday 12th May 2025.

Proposed interview dates for the two-stage interview are;

Stage 1 Tuesday 27th May 2025 (online)

Stage 2 Wednesday 4th June 2025 (in person)



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

Applications emailed to: info@gsabiosphere.org.uk

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

Ed Forrest

Director Galloway and Southern Ayrshire Biosphere

ed@gsabiosphere.org.uk

JOB DESCRIPTION

Post Title	Nature Recovery Manager
Base	Biosphere Offices, Newton Stewart
Reporting to	Biosphere Director
Responsible For	Nature Recovery Team
Gross Salary	£40,045 to £42,885 p.a.
Pension Contribution	Employer contribution of 8% of salary
Contract Period	Permanent
Contract Hours	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 leading and growing the development of the Nature Recovery Team, overseeing delivery of key strategic projects including the Nith Catchment Summit to Sea, Borderlands Natural Capital On-farm Plans Integrated with Nature (OPIN) and Ayrshire Tree Planting programme. They will work in partnership with land managers, fisheries groups, environmental bodies and public agencies to identify and develop new opportunities that support nature recovery in our UNESCO Biosphere.

Principal Duties:

1. To lead and develop the Biosphere Nature Recovery Team
2. Working with partners, identify and support the development and delivery of landscape scale nature-based solutions that address the twin challenges of Climate Change and Biodiversity loss in the UNESCO Biosphere.
3. Develop and deliver new projects that promote the UNESCO Biosphere as a key delivery partner in the South of Scotland Natural Capital Innovation Zone and Regional Land Use framework.
4. Work with the Director and strategic partners to explore new private finance opportunities to support delivery of the UNESCO Biospheres 2022-32 Strategic Plan and the South of Scotland Natural Capital Innovation Zone.
5. Support and promote the delivery of actions to address the UN Sustainable Development Goals.
6. Support initiatives that make use of spatial data in informing more strategic environmental decision making in the Biosphere.
7. Contribute towards policy responses that will impact on environmental management in the Biosphere
8. Support Environmental NGOs, public agencies and local land managers in realising the benefits of actively promoting associations with the UNESCO Biosphere
9. Contribute to the production of nature recovery editorial for the GSAB newsletter/website/social media articles etc.

10. Support the promotion of the UNESCO Biosphere and its natural heritage to communities, visitors and special interest groups through talks, events and publications.
11. Regular reporting to GSAB Director / Partnership Board on progress against actions and targets agreed by the Biosphere Partnership Board through the Biosphere Strategic Plan
12. Support national and international networking opportunities with other UNESCO Biospheres
13. Support and contribute to research activities in the Biosphere
14. Contribute to GSAB responses to / from national agencies and bodies on the progress and outputs of the Biosphere
15. Explore and support income generation opportunities

The office base is 37 Queen Street, Newton Stewart DG8 6JR, where the team are expected to work together for 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.

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.

Nature Recovery Manager Person Specification

Requirements <i>Essential (E) or Desirable (D)</i>	
1. Experience	
Successful working on multi-partner projects relating to conservation and nature recovery	E
Working with farmers, foresters or fisheries to achieve conservation objectives.	E
Use of spatial data to influence decision making	D
Development and delivery of land/seascape scale projects	D
Project and budget management.	E
Writing detailed reports.	E
Supporting the development of organisational strategies and policies	D
Managing staff	E
Working with key stakeholders, public agencies, businesses and community groups	E
Working to deadlines	E
2. Education and Training	
Degree level qualification in an environment, ecology or land management subject	E
Minimum of 3+ years relevant experience	E
Ongoing commitment to CPD	D
Membership of an appropriate professional body (if available)	D
3. Skills and Abilities	
Full suite of Microsoft packages	E
Good written communication skills	E
Record keeping/organisational skills	E
Good verbal communication and meeting facilitation	E
Good negotiation skills and ability to work with a range of people	E

Requirements <i>Essential (E) or Desirable (D)</i>	
4. Knowledge	
UNESCO Biospheres and/or protected area management	D
Scottish biodiversity policy	D
Scottish habitats and species	D
Scottish Land Use and Climate Change policy	D
Regional Land Use Partnerships	D
Public / Private finance for ecosystem services	D
An understanding of current issues facing rural communities including economic, social and cultural issues.	E
Understanding of Ecosystem Services	D
5. Personality Factors	
Good interpersonal skills	E
Supportive team player	E
Attention to detail	E
Reliable	E
Self-motivated	E
Able to work under pressure	E
6. Other Requirements	
Flexible approach to work duties	E
Observe requirements for confidentiality	E
Driving License and willingness 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 for eligible travel within the Biosphere boundary at currently £0.45/mile, in line with HMRC guidance.