

## Findhorn Watershed Initiative – Project Officer

<b>Role title</b>	Findhorn Watershed Initiative – Project Officer
<b>Reporting to</b>	FNLRT Director
<b>Salary</b>	Circa £35,000 p.a. dependent on experience
<b>Duration</b>	Full Time, 37.5 hours/week. Fixed term until 31st March 2024, extension subject to funding
<b>Location</b>	Based at the FNLRT Office at Logie Steading, Dunphail, Moray, IV36 2QN, with site visits to the Tomatin area. Home working can be incorporated.
<b>Start date</b>	As soon as possible – to be discussed with selected candidate

The Findhorn, Nairn and Lossie Rivers Trust (FNLRT) promotes sustainable management of river resources and fish populations through research, restoration and education. To achieve this, the Trust works closely with the District Salmon Fishery Boards for each river, and other relevant organisations. A charity and company limited by guarantee, the Trust relies on grants, donations and fundraising to implement projects.

During 2022, in response to river temperature modelling undertaken by Marine Scotland Science as part of the Scottish River Temperature Network (SRTMN) highlighting the Upper Catchments of the Findhorn, Nairn, and Lossie rivers as particularly vulnerable to warming under climate change conditions, and in line with the Trust's 2021-26 Management Plan; FNLRT instigated The Findhorn Watershed Initiative (FWI). Building on the organisation's experience, expertise, and reputation as a trusted local environmental conservation intermediary, and the success of the 'SISI' invasive non-native species control project, we were able to secure significant funding to support the development of the FWI.

Encompassing a wide range of ecosystems, and a mosaic of different land uses, The Findhorn Watershed Initiative (FWI) is a long term, integrated, landscape-scale vision for ecological restoration across 1300km<sup>2</sup> of the Scottish Highlands. From the source to the sea of the River Findhorn, our aim is to foster a broad range of ecological, social, cultural, and economic benefits, and we hope to expand this approach to encompass the Nairn and Lossie rivers in time.

The Findhorn Watershed Initiative seeks to bring together the watershed's communities, landowners, businesses, farmers, foresters, land managers, local authorities, and educational

institutions to work in collaboration at a large scale to sequester carbon, restore habitat, and mitigate the impacts of the twin crises of climate breakdown and biodiversity collapse for future generations.

The project has a strong initial focus on the establishment of a network of native riparian and catchment woodlands, or 'Riverwoods', along the River Findhorn and its tributaries, as well the as further peatland restoration, to support the restoration of the river ecosystem with an emphasis on turning round the fortunes of the iconic wild Atlantic salmon.

### **Job Description:**

To help us with the development of the Findhorn Watershed Initiative, The Findhorn, Nairn, and Lossie Rivers Trust is recruiting for a new Project Officer. This exciting new role will be taking a lead in our efforts to tackle the climate and biodiversity emergencies, and will involve working directly with landowners and land managers to develop and implement riparian woodland and other restoration schemes. The ideal candidate will have a proven track record of scoping out large scale restoration projects, bringing these schemes to life and managing contractors throughout the delivery process. They will be responsible for the following;

- Engaging land managers in woodland creation and other ecological restoration works that fit in with their estate management plan and/or farming or forestry business
- Scoping out and designing woods taking into account topography, fencing requirements, species mixes, soil suitability, deer management, etc.
- Translating these plans into GIS mapping datasets
- Applying to appropriate grant schemes includes Woodland Grant Scheme, carbon brokering, AECS, Nature Restoration Fund, Water Environment Fund etc.
- Ensuring all consents are secured including designated site, CAR, planning etc.
- Drawing up tender documents and ensuring a transparent procurement process
- Liaison with and overseeing delivery contractors, and ensuring quality control on site
- Post implementation monitoring and ensuring all conditions have been met

This newly created role sits within a small team at FNLRT and you will work closely with both the FWI Strategy Lead and FNLRT Director, reporting to the FNLRT Director. The Project Officer may also support volunteers and interns at different times.

## Essential Skills

- Strong interpersonal, communication and negotiation skills, comfortable with a range of different stakeholder groups including land managers, agencies, organisations, contractors and suppliers
- Experience in large-scale project management with a proven ability to plan, report and work to deadlines,
- A good understanding of land management, farming and forestry practices, in particular for upland and riparian areas,
- An understanding of current funding mechanisms for ecological restoration projects and experience in preparing and submitting funding applications,
- A degree, or equivalent in a land management/ environmental management/ agriculture/ forestry/ nature conservation discipline
- A full clean UK driving license

## Desirable Skills

- Experience in working with communities and volunteers
- Knowledge of forestry grant schemes
- Knowledge of riparian woodland and upland restoration impacts on the wider ecology,
- Experience of creating and managing GIS datasets; - particularly ArcGIS

## To Apply

Please submit a CV and covering letter detailing why you are suitable for this post to:

[admin@fnlri.org.uk](mailto:admin@fnlri.org.uk).

Please also include two recent references (job/academic). We will not contact references unless we have spoken to candidates first. If you have examples of forestry or other restoration projects you have designed and managed please include a sample of these too.

Closing date for applications: **Wednesday 8th February 2023 at 17:00**

Interviews: Will be held the week beginning the 13th February 2023, in person or online via Zoom.