



SCOTLAND  
THE BIG PICTURE

Rewilding for nature,  
climate and people

## **CAIRNGORMS CRANES PROJECT OFFICER (home-based/full time)**

### **ABOUT US**

SCOTLAND: The Big Picture is a charity that works to drive the recovery of nature across Scotland through rewilding, in response to the growing climate and biodiversity crises.

Our vision is of a vast network of rewilded land and water, where wildlife flourishes and people thrive.

We are a small but agile and progressive team that works in a spirit of collaboration with many different interest groups to drive support for rewilding, commit more land and water to rewilding, return missing species, and develop rewilding business.

Our Cairngorms Cranes project seeks to reintroduce a breeding population of Eurasian cranes to the Cairngorms National Park, revitalising wetlands and providing the catalyst for a range of educational, social and economic benefits.

See <https://www.scotlandbigpicture.com/cairngorms-cranes> for more details.

### **JOB DESCRIPTION**

We are seeking to appoint a Project Officer to take our Cairngorms Cranes project through a focused development year of assessment, planning and preparation.

An initial feasibility report into the potential for reintroduction of cranes to the Cairngorms was completed in 2020 and the project partners are now keen to fully prepare for the reintroduction of cranes by translocation, as successfully modelled by the Great Crane Project in south-west England (see [www.thegreatcraneproject.org.uk](http://www.thegreatcraneproject.org.uk)). The Project Officer will play a crucial role in taking the project from concept to practical action.

The role requires experience of ecology/conservation, project management and community consultation, with strong communication skills and the ability to build a positive story around the benefits of a wildlife comeback for climate, nature and people.

The role is full-time and fixed term for 12 months, with the potential for extension dependent on the future requirements of the project.

Our preference is to appoint a candidate based in the Scottish Highlands close to the proposed release site in the Cairngorms, though consideration will be given to those located elsewhere in Scotland. The role is home-based, but regular travel to visit sites and stakeholders within the Cairngorms will be required.

## **KEY DUTIES/RESPONSIBILITIES**

During the development year, the key duties of the Project Officer will be to:

- Consult and engage the community, to gauge support for the project and build/strengthen relationships with local stakeholders, businesses and organisations.
- Further explore the project's anticipated opportunities, impacts, risks and challenges.
- Identify suitable donor and release sites, and develop relationships relevant to these.
- Work through The Scottish Code for Conservation Translocations to undertake the necessary assessment and planning steps ahead of licence application.
- Apply for the required permissions and licences following assessment and planning.
- Once licences and permissions are granted, begin to prepare the facilities, resources and controls/processes needed to move to the main reintroduction phase.

## **EXPERIENCE**

- Education to degree level in ecology/conservation or a related subject, or equivalent professional qualification within a relevant discipline.
- Experience of running/managing similar projects and working with a range of stakeholders.
- Experience of working independently/remotely.

## **KEY SKILLS**

### ***Essential***

- Excellent general knowledge of ecology/conservation and ability to quickly build a strong knowledge base relating to specific species/habitats.
- Excellent writing, organisation, planning and project tracking skills.
- Ability to communicate confidently with a wide range of people and build positive relationships with partners, stakeholders and colleagues.
- Strong self-motivation, ability to work without close supervision, and ability to work well as an individual and as part of a team.
- Competent with IT and able to learn quickly/troubleshoot problems independently.

### ***Desirable***

- Interest in/passion for rewilding and an understanding of the social, cultural and political context of rewilding in Scotland.

## **TERMS AND CONDITIONS**

- Salary: £27,500-£29,000 based on skills and experience.
- Working hours: Flexible but with a minimum of 37.5 hours/week
- Fixed term for a period of 12 months (with potential extension)
- Home-based, with travel expenses provided for meetings/events
- Notice period: 2 months
- Probationary period: 3 months
- Holidays: 28 days or equivalent hours per annum, plus 5 days Xmas/New Year.

## **TO APPLY**

Please email your CV and a covering letter detailing relevant experience/skills and why you are suited to the position. If applicable, please include any current notice period obligations.

Applications should be sent to Peter Cairns, Executive Director, SCOTLAND: The Big Picture ([peter@scotlandbigpicture.com](mailto:peter@scotlandbigpicture.com)) by 5pm on **17 December** 2021.

First round interviews will be conducted in early January 2022.

*SCOTLAND: The Big Picture is committed to equality of opportunity for all and we make recruitment decisions by matching our business needs with the skills and experience of candidates irrespective of age, disability, gender, gender reassignment, sexual orientation, pregnancy or maternity, race, religion or belief, and marriage or civil partnership.*