



WILDLIFE COMEBACK PROJECT LEAD

(full-time, permanent, home-based within Scotland)

ABOUT US

SCOTLAND: The Big Picture (SBP) 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, friendly, 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
- Develop rewilding business

Learn more about SBP and the way we work at www.scotlandbigpicture.com.

PURPOSE OF THIS ROLE

SBP is a growing organisation with an exciting portfolio of rewilding projects across Scotland. One of our key objectives is increase the abundance and diversity of native species in Scotland. As well as expanding the range of existing species, such as aspen and beavers, we have projects dedicated to reintroducing Eurasian cranes and lynx, and are exploring other transformational species that could deliver wider benefits to the environment and society.

This role will lead and deliver our programme of 'wildlife comeback' projects, restoring and/or reintroducing key species to Scotland's landscapes to support the restoration of healthy, functional and complete ecosystems.

KEY LIAISONS

The Wildlife Comeback Project Lead will report to SBP's Head of Projects and interact regularly with other members of the home-based SBP team, including the Executive Director.

This wide-ranging role will involve maintaining and developing relations with colleagues in partner organisations across Scotland, and with other individuals and groups with an interest in wildlife management, including government agencies.

KEY DUTIES/RESPONSIBILITIES

- Assume ownership for the delivery of SBP's wildlife comeback projects.

- Review and build on existing project plans and related documentation to ensure effective management, tracking and delivery of projects.
- Own and manage the methodology for key processes, risk assessments and biosecurity plans relating to work with specific species, seeking expert input where required.
- Own and manage project objectives, schedules and budgets to ensure outcomes are delivered in line with commitments to funders and partners.
- Develop positive and effective relationships with key internal and external stakeholders, including local communities, partner organisations, interest groups, businesses and volunteers.
- Act as a spokesperson for wildlife comeback at SBP, speaking at events and to the media, where required, to raise the profile of missing species work and inform public perspectives.
- Explore and assess new opportunities for project work in the wildlife comeback space and build/contribute to project proposals, plans and budgets.
- Where appropriate, support other organisations to push forward the expansion/reintroduction of native species.

QUALIFICATIONS AND EXPERIENCE

- Education to degree level in ecology/wildlife management or a related subject, or equivalent professional qualification within a relevant discipline.
- Proven record of managing and delivering wildlife-related projects, working with a diverse range of stakeholders – preferably within Scotland.
- Training or qualification relating to project or programme management (e.g. PRINCE2, PMP).
- Familiarity with the Scottish Code for Conservation Translocations and related reintroduction legislation/processes.
- Knowledge and understanding of the social, cultural and political context of wildlife management in Scotland.
- Experience of working independently/remotely.

KEY SKILLS/ATTRIBUTES

- Excellent general knowledge of ecology/conservation and ability to quickly build a strong knowledge base relating to specific species/habitats.
- Excellent organisational skills, including time management and prioritisation, with the tools and approach to effectively manage a busy workload across multiple projects.
- Excellent writing and research skills, with the ability to prepare clear, concise reports (e.g. project proposals, licence applications) and compelling text to engage others with projects.
- Ability to communicate and negotiate confidently with a wide range of stakeholders, including land managers, agencies, partner organisations, contractors and suppliers.
- Ability to confidently build and manage project budgets.
- Conscientious, self-motivated and able to work well without close supervision.
- A strategic mindset, with the ability to understand work and projects within the organisational 'big picture' and to identify opportunities in a dynamic external environment.
- A passion for nature and its recovery.
- Competent with IT and able to learn quickly/troubleshoot problems independently.
- A full clean UK driving licence.

TERMS AND CONDITIONS

Salary: £33–35k per annum depending on experience.

Salaries are paid in arrears on the last working day of each month by bank transfer and cover the period of the 1st of the month to the last day of the month.

Place of work: This role is home-based within Scotland and will require a suitable home office working environment and equipment (grant assistance is available for necessary equipment). Attendance of meetings and events held in other parts of Scotland will also be required periodically. Travel expenses will be paid in accordance with SBP's expenses policy.

Contract: Permanent position.

Hours: Working hours are flexible but must equate to a minimum of 37.5 working hours per week, Monday to Friday. The nature of the post may from time-to-time require evening and weekend work. Paid overtime is not available, but time off in lieu will be given.

Flexibility: Subject to ensuring that the needs of the charity and the role are met, SBP endeavours to meet the flexible working needs of its staff.

Holidays: 28 working days per annum including public holidays, plus 5 additional office closure days between Christmas and New Year.

Pensions: You may be eligible to be enrolled into SBP's staff pension scheme. Written terms of the scheme are available on request.

Probationary period: 6 months.

Notice period: 3 months.

Training: SBP is committed to personal development and training, and offers staff regular opportunities for both internal and external training.

TO APPLY

Please submit your CV and a one-page covering letter detailing how your skills and experience equip you to deliver our programme of Wildlife Comeback projects. If applicable, please include any current notice period obligations.

Applications should be sent to **Hayley Gray, Head of Projects** (hayley@scotlandbigpicture.com) by 5pm on **25 August 2023**. Any initial questions/enquiries should be directed to the same address.

First round interviews will be conducted by video call shortly after the closing date.

SCOTLAND: The Big Picture is committed to equality of opportunity for all and we make recruitment decisions by matching our operational 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.