



## **PARTNERSHIP MANAGER**

(full-time, fixed-term, home-based within Scotland)

### **ABOUT**

**Loch Abar Mòr** is a new nature restoration partnership, working across the Lochaber region of Scotland, to enable communities to thrive in an ecologically diverse and climate resilient landscape.

**Loch Abar Mòr** brings together a group of partners in one of the most iconic regions of Scotland to develop and embed an ambitious, long-term nature recovery initiative.

The partnership consists of land managers, communities, businesses and interest groups committed to ecological recovery, both as a solution to the climate and biodiversity crises, and as a foundation for new social and economic opportunities.

### **PURPOSE OF THIS ROLE**

The partnership is still in its early stages, but already has a vision over 50 years to create a rich mosaic of habitats, alive with nature and weaving across boundaries, in which people work and live with a sense of place and belonging.

The Partnership Manager will play a crucial role in the partnership's further development, working with land managers and communities to translate aspirations and the desire for change into a compelling, actionable plan to deliver on targeted outcomes for community, nature connectivity and climate.

### **KEY LIAISONS**

The role will report to the Partnership Convenor, and more widely to the **Loch Abar Mòr** Management Team, made up of representatives from partners.

The role will form positive working relationships with the partner organisations and interact with a wide range of stakeholders interested in or impacted by the partnership in the Lochaber region.

The role will also require building a network of relationships with colleagues in like-minded initiatives and organisations across Scotland.

## KEY DUTIES/RESPONSIBILITIES

- Build relationships with **Loch Abar Mòr** partners, potential partners and wider stakeholders to understand different perspectives, needs and challenges.
- Manage the day to day running of the partnership – fielding enquiries, signing up new partners, moving actions forward and overcoming obstacles to enable progress.
- Further develop and embed the governance and operating foundations of the partnership – scheduling and running regular meetings, establishing key processes and documents, etc.
- Working with the Convenor and Management Team, develop a strategy for the early years of the partnership, building on the foundational elements already agreed.
- Commission and manage ecological surveys, feasibility studies and other input from expert contributors required to guide nature restoration plans and priorities.
- Create and manage a plan to deliver on the strategy, including projects that can be initiated in the short term to build momentum, and longer-term projects that can show the potential for change and be used to attract investment in the partnership.
- Explore funding options to support the running costs of the partnership and the cost of planned nature restoration projects.
- Working with a Community Development Officer and **Loch Abar Mòr** partners, build and deliver on a plan to engage communities around the partnership's aims and aspirations, with events to encourage input, share information and build support.
- Working with a wider Comms Team, build and deliver on a plan to communicate more widely about the partnership.

## EXPERIENCE

- Proven record of designing, managing and delivering projects or programmes, ideally in the nature restoration sector.
- Experience of building/managing partnerships and working with a range of stakeholders.
- Experience of developing strategies and plans to deliver on targeted outcomes.
- Experience of developing, working with and adhering to project/programme budgets.
- Experience leading/facilitating meetings and workshops.
- Experience of working independently/remotely.

*Desirable but not essential:*

- Education to degree level or equivalent in ecology/conservation or a related subject.

## KEY SKILLS/ATTRIBUTES

- Knowledgeable and passionate about nature restoration and its potential to deliver positively for climate and people in Scotland.
- Strong understanding of the landscape, heritage and culture of rural Scotland.
- Ability to think and work strategically, creatively and practically, translating ideas and principles into workable plans to drive change.
- Great communicator and facilitator, able to interact confidently and effectively with a wide range of stakeholders.
- Comfortable with conflict and able to steer discussions and debates sensitively through robust discourse.
- Excellent organisational skills, including time management and prioritisation, with the tactics and approach to effectively manage a busy workload and meet deadlines.
- Excellent writing skills, with the ability to prepare high quality materials and compelling text to engage others with projects/programmes.

- Confident working with numbers/finances in relation to projects and programmes.
- Conscientious, self-motivated and able to work well without close supervision.
- Competent with IT and able to learn quickly/troubleshoot problems independently.
- A full UK driving licence to enable travel to remote rural locations.

**For this role, we are ideally seeking a candidate based in the Lochaber region, or with strong ties to the area.**

## **TERMS AND CONDITIONS**

This role is hosted by [SCOTLAND: The Big Picture](#), who act as the partnership convenor, banker and administrator without liability, as well as the employer of any staff required to deliver **Loch Abar Mòr's** aims and objectives.

**Salary:** £35-37k per annum, depending on experience. Salaries are paid in arrears on the last working day of each month by bank transfer.

**Place of work:** This role is home-based within Scotland and will require a suitable home office working environment (we can provide a laptop and support additional equipment needs). Attendance of meetings and events in other parts of Scotland will also be required, with travel expenses paid.

**Contract:** Fixed-term for 12 months in the first instance. Potential to extend, dependent on the development of the partnership and the success of the role.

**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 role are met, we endeavour to meet the flexible working needs of all employees.

**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 SCOTLAND: The Big Picture's employee pension scheme. Written terms of the scheme are available on request.

**Probationary period:** 6 months.

**Notice period:** 2 months.

## **TO APPLY**

Please submit your CV and a one-page covering letter detailing how your skills and experience equip you for the role. If applicable, please include any current notice period obligations.

Applications should be sent to **Peter Cairns, Loch Abar Mòr Convenor** ([peter@scotlandbigpicture.com](mailto:peter@scotlandbigpicture.com)) by 5pm on **Friday 29 March**.

Any questions/enquiries or requests for further information should be sent 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.*