



LOCH ABAR MÒR - NATURE RESTORATION OFFICER

(Full time, home-based within Scotland, ideally Lochaber or nearby)

ABOUT

[Loch Abar Mòr](#) is a landscape-scale partnership bringing together land managers, communities and businesses in the West Highlands, who have all made a 50-year commitment to nature restoration, as a solution to the climate and biodiversity crises.

Convened by nature restoration charity SCOTLAND: The Big Picture (SBP), the partnership works at a regional scale to restore and reconnect a thriving network of natural habitats, to return more wildlife to the landscape, and to create new social and economic opportunities for Lochaber's communities.

Loch Abar Mòr launched in May 2024 with six founding partners, and has since grown to fourteen partners who steward more than 120,000 acres of land, and share a 50-year vision to create a rich mosaic of habitats, alive with nature and weaving across boundaries, in which people work and live with a sense of pride and belonging.

PURPOSE OF THIS ROLE

This new role will support the delivery of nature restoration projects with and for the partnership as aspirations and ideas for change are translated into actionable plans and projects over the coming months and years.

The Nature Restoration Officer will work with the Loch Abar Mòr Partnership Manager to create, shape, and communicate nature restoration and community engagement projects. Initially this will focus on the completion of restoration scoping and planning work across a broad range of habitats as part of grant-funded development phases. In future years, the Nature Restoration Officer will have a crucial role in securing funding and managing the delivery of these plans to achieve targeted outcomes for community, nature connectivity and climate.

The postholder will own and track the information and processes that underpin the partnership as it develops further, ensuring its growth and development are built on solid and efficient foundations.

KEY LIAISONS

The role will report directly to the Loch Abar Mòr Partnership Manager, with oversight by SBP Head of Projects.

The role will form and deepen existing working relationships with Loch Abar Mòr partner organisations through the Partner Steering Group and interact with a wide range of stakeholders interested in or impacted

by the partnership. The role will also form a network of relationships with contractors and advisors across Scotland involved in nature restoration work.

The role will be hosted by SCOTLAND: The Big Picture, so close working will also be needed with wider SBP team members to draw upon skills and experience relevant to the partnership.

KEY DUTIES/RESPONSIBILITIES

- Work with the Loch Abar Mòr Partnership Manager to complete the National Lottery Heritage Fund and montane woodland development phases and produce ambitious, considered plans to deliver multi-habitat restoration across Lochaber.
- Make nature restoration happen on the ground, through the delivery of projects and activities *with and for* the project partners. These have the potential to stretch across the full range of ecosystems in the region, from seabed to summit – including marine enhancement, river restoration, wild grazing, mountain woodland restoration, invasive species control and deer management.
- Manage, track and organise the information that underpins the partnership, including project plans and budgets, comms text, etc.
- Commission, manage and support ecological surveys, feasibility studies and other input from expert contributors required to guide nature restoration plans and priorities.
- Working closely with the SBP fundraising team, develop the information needed to seek funding for projects, and to report back to funders.
- Working with the Loch Abar Mòr Community Engagement Lead and partners, build and manage a plan to engage communities around the partnership's aims and aspirations, as well as delivering these on the ground.
- Support environmental research projects with partners across the region.
- Take ownership for the planning and delivery of partnership events, including preparation of materials, booking and logistical arrangements, etc.
- Support managing the day to day administration of the partnership – fielding enquiries, creating relevant documentation, moving actions forward and overcoming obstacles to enable progress.
- Other general support as required to ensure the Loch Abar Mòr partnership functions smoothly to deliver its objectives.

EXPERIENCE

- Experience managing/organising an operational area, business or project, including commissioning and managing contract work.
- Training/qualification or experience in project management/administration.
- Experience of developing, working with and adhering to area/project budgets.
- Previous involvement in nature recovery initiatives, preferably within Scotland.
- Sound understanding of the ecological, social, cultural and political context of land use and nature recovery in the West Highlands of Scotland.
- 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

- High level of emotional intelligence for building positive relationships and partnership working.
- Passion for and knowledge of rewilding, ecology and nature restoration – and a willingness to propose new ideas to partners to drive nature restoration forward.
- Self-motivated, entrepreneurial and solutions-focused, with the capability and desire to take ownership of all relevant responsibilities.

- Ability to communicate confidently with a wide range of colleagues, partners, contractors, and other stakeholders.
- 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 concise and engaging text for different uses.
- Comfort working with budgets, numbers and spreadsheets to manage/organise information.
- Strong attention to detail, particularly when working with text, maps and financial information.
- Familiarity with QGIS, and ideally an ability to undertake basic GIS mapping tasks.
- Conscientious 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.

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: £34,000 - £36,000 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 and equipment (IT equipment will be provided and grant assistance is available for other necessary equipment). The applicant should live or be willing to relocate within commutable distance of Lochaber. Any relocation would be at the individual's expense. Attendance of meetings and events held in other parts of Scotland will also be required periodically, including in-person meetings with the whole SBP team. Travel expenses will be paid in accordance with SBP's expenses policy.

Contract: Initially 12 months, with an intention for this to become a permanent role, subject to funding.

Hours: Full time, 37.5 hours per week

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: 3 months.

Notice period: 1 month during the probation period, thereafter 2 months.

TO APPLY

Please submit the following:

1. CV (maximum 2 x A4 pages)
2. Covering letter detailing how your skills and experience equip you for the role (maximum 1 x A4 page)
3. An example of your own nature restoration related project work covering an aspect of development, design, management or delivery that you are particularly proud of and feel has had a positive impact. For example, you could send us a link to an existing document (e.g. project report, press release or website) accompanied by a few bullet points outlining your role and why you're proud of it, or a 'before' and 'after' photo with a few words of explanation. We know how time-consuming job

- applications are, so please do not spend time creating new work. This is purposely open to interpretation - show us what you think will demonstrate you are equipped for the role!
4. If applicable, please include any current notice period obligations.

Applications should be sent to hr@scotlandbigpicture.com by midday on Monday 6th July 2026.

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, and this may be followed by a second interview if required.

Any offer of employment will be made subject to the provision of a valid right to work in the UK.

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.