

NATURE AND CLIMATE CHANGE DIRECTORATE

BEAVER PROJECT MANAGER

(Band D, full-time (37.5 hours)/ 3 year fixed term)

Purpose

The Beaver Project Manager is a new role that will be key to the successful reintroduction of beavers to the Cairngorms National Park. The Beaver Project Manager (BPM) will work closely with partners to undertake stakeholder engagement, plan, develop and deliver a programme of work that will see beavers reintroduced into the National Park in 2023/24. The BPM will be the main point of contact for beaver reintroduction. Through expert knowledge they will provide advice and support on beaver ecology, monitoring, mitigation and management both internally in the National Park Authority and externally with partners, stakeholders (land managers, farmers, fisheries and forestry) and local communities.

Responsibilities:

Beaver reintroduction

Working with partners, the Cairngorms Beaver Group (CBG) and in line with the National beaver Strategy:

- Identify suitable release sites- high ecological suitability and low conflict.
- Lead on engagement with stakeholders regarding beaver reintroduction. Design and deliver catchment engagement programme prior to licence application.
- Prepare and submit a translocation licence application and associated assessments i.e Habitats Regulations Appraisal, Strategic Environmental Assessment.
- Oversee the trapping and translocation process.

Share knowledge and give advice

- Through detailed knowledge and experience of the beaver mitigation and management scheme provide support and advice to landowners and managers. Liaise with Nature Scot providing feedback on challenges and successes.
- Be the first point of contact for stakeholders (i.e farmers, land managers, fisheries and communities) in the National Park on beaver related issues.
- Raise awareness and understanding of beavers in the Cairngorms National Park through developing and disseminating case studies and guidance to share accurate information about beaver ecology, impacts- including potential benefits and conflicts.
- To provide advice on beaver related natural heritage matters to CNPA staff in particular farming, freshwater and woodland.

Communication and engagement

- Develop catchment communication and engagement programme for beaver reintroduction- including web content, questionnaires, workshops, blogs, presentations and public meetings
- Build trust and positive relationships with stakeholders and partners through liaison, open dialogue and listening. Support stakeholders for the arrival of, and living with beaver in the National Park.

- Work closely with the Cairngorms Beaver Group, supporting the Chair with administration
- Represent CNPA on Scottish Beaver Advisory Group.

Data and monitoring

- Develop proportionate pre and post reintroduction monitoring to establish baseline conditions and identify habitat response and effect on priority land uses i.e fisheries, agricultural and/or forestry interests. Priorities will be identified through the CBG.
- Work with researchers and academics to identify and establish sustainable monitoring techniques, where appropriate explore the use of technologies such as eDNA, flow recorders and drones.
- Ensuring data is freely available and accessible for use in land management and conservation decision making

Collaborative working

- Liaise closely with the Cairngorms Beaver Group, Catchment Partnership Initiatives, Fisheries Boards and other key stakeholders
- Work with communities, residents and interest groups in the Park to increase engagement with nature and involvement in volunteering and citizen science
- Linking with CNPA farmland, nature networks, ecosystem restoration and Cairngorms Nature Index work streams

General

- Represent the CNPA in appropriate conservation and natural heritage matters at local and national level.
- To develop effective working relations at officer level with partner organisations and other interested parties, including the Scottish Government;
- Contribute to the work of the Conservation and Climate Change Directorate and CNPA as a whole and ensuring compliance with financial procedures;
- Contribute to the development and implementation of the National Park Plan and the CNPA corporate and operational plans and participate in CNPA organisation activity as required;
- To conduct other work, as necessary. All post holders are required to be flexible with regards their job description so that the organisation can adapt to new opportunities and priorities over time.

Person Specification - Knowledge, experience and training

ESSENTIAL

- Recognised qualification to at least degree level or equivalent in an appropriate ecological discipline
- Excellent interpersonal skills and ability to work constructively with and develop and maintain positive working relationships with partners, farmers and land managers
- Excellent knowledge and experience of freshwater ecology, conservation and

catchment management

- Knowledge of beaver biology and ecology, including management techniques; practical experience with beaver reintroductions/enclosures
- Experience of working with farmers and land managers, and good understanding of farming, land management and fisheries management issues and can apply this to the Cairngorms National Park
- Experience of designing and/or undertaking public engagement and consultation for a conservation activity/project
- Good problem solving skills with an ability to deliver positive outcomes from situations of potential conflict
- Ability to communicate effectively (verbally and in written form) to multiple audiences, internal and external
- Good experience of project and budget management; must be able to design and manage projects and budgets from conception through to completion, and to tight deadlines;
- Able to demonstrate positive and effective team working
- Computer literate and IT literate - able to use Microsoft Word, Excel, Powerpoint and Outlook; and basic GIS mapping.
- Full UK driving licence or access to a driver if disability prevents driving.
- Permission to work in the UK.

DESIRABLE

- Previous experience of preparing a species translocation application and good understanding of Scottish Code for Conservation Translocation
- Experience of wildlife management, including an understanding of wildlife legislation and the practical management of protected species
- Good appreciation of public, private and community based interests within the Cairngorms
- Experience in procuring and in interrogating ecological information associated with GIS and other information systems.

November 2022