Glenkens Community & Arts Trust

Job Description:
Nature Restoration Development Officer
(£32k, 0.8 FTE, fixed term contract)

About the Glenkens Community & Arts Trust

The Glenkens Community & Arts Trust has a long track record of economic regeneration through arts and community work in the Glenkens. We are a key anchor organisation for the area, with a clear vision of **making the Glenkens an excellent place to live for people of all ages.** We do this by:

- Interweaving Arts, Community and Heritage to enrich the life of the area.
- Delivering our Artistic Vision with passion and creativity.
- Supporting many activities core to the quality of life of people and environment of the Glenkens.
- Driving economic and social regeneration of the area through championing the delivery of the Glenkens Community Action Plan (CAP).

The Glenkens and District Community Action Plan was published in 2020. Since then various initiatives have developed, with support from GCAT:

- July 2023: Created a Glenkens Land Use Vision, as part of the RLUP pilot scheme.
- 2023: Participated in NatureScot's 'Community Engagement in Landscape Change' project, one of only five project areas in Scotland.
- March 2024: Commissioned further reports on the 'Feasibility of Land Use Forum' and 'Participatory Monitoring of Landscape Change'.
- November 2024: Supported the creation of a Local Place Plan for Dalry with land use considerations embedded throughout.
- March 2025: Created a snapshot prospectus of 'Life and Land in the Glenkens'.
- April 2025: Participated in the NatureScot beta-testing of their mapping tool.
- August 2025: Delivered a Land Use Festival, weaving arts and community.
- August 2025: Propagate secured funding for Pollinator Pathways action.
- August 2025: Dalry CC secured funding to undertake a landscape-scale Nature Network feasibility study.

In 2026, GCAT has secured funding for this Development Officer until March 2027 to deliver the project:

Glenkens Roots and Renewal: Creating a nature restoration strategy for the Glenkens

Role Description:

Nature Restoration Development Officer

Purpose of the role

To develop a multi-year nature restoration strategy that clarifies what needs to change in the Glenkens landscape, to enable nature restoration.

This will include exploring methods and developing at least 18-months of "shovel ready" projects by working with land managers, communities and partner organisations, to identify, design and enable ecologically effective, locally appropriate and practically deliverable interventions within a predominantly privately managed rural landscape. This may include interventions such as pollinators, hedges, native trees, adopting nature-based approaches to managing key ecosystems, and supporting red-listed species.

The main outcome will be a coherent, activity-oriented, partnership-based Glenkens Nature Restoration Strategy and Delivery Plan for the first 18 months.

Key Outputs:

- Build trusted relationships with local land-owners and managers, plus local host communities within the Glenkens
- Work to remove the barriers to commitment to both the Delivery Plan and the Strategy from land-owners and managers.
- Secure commitments for involvement in Delivery phase and understand barriers to those commitments
- Identify/apply for necessary licences and permissions required for the first projects in the Delivery Plan.
- Create final Glenkens Nature Restoration Strategy, refining draft based on stakeholder input, further work with land managers. Strategy aligns with the Scottish Biodiversity Strategy and other national, regional and local imperatives.
- Create final detailed Delivery Plan for first 18 months of future phase.
- Prepare an End of project report

Other Duties

- Project Management – managing project budget and reporting requirements
- Supporting Community participation and volunteer development
- Seeking specialist advice where required (e.g. ecologist, green finance)
- Liaise with key regional stakeholders
- Providing content for communications

Person Specification:

It is recognised that no single person will meet all of this criteria – applicants should be reassured that a flexible approach will be taken and applications are encouraged.

Essential Knowledge and Experience

Technical and Professional Experience

- Demonstrable experience in land use, ecology, nature restoration, conservation, forestry, agriculture or landscape management, or a closely related field.
- Practical understanding of **habitat restoration and management**, particularly in productive rural landscapes (e.g. farming, forestry, mixed land use).
- Experience of working with **spatial data and mapping tools** (e.g. GIS, habitat maps, aerial imagery) to inform planning and decision-making.
- Familiarity with **Scottish biodiversity, land-use and nature-recovery policy**, including nature networks, biodiversity action planning, and relevant funding or incentive schemes.

Partnership and Engagement

- Proven experience of **working constructively with land managers**, including farmers, estate staff, foresters or landowners, and an ability to understand commercial and operational constraints.
- Experience of **community engagement**, participatory processes or collaborative planning in rural or environmental contexts.
- Ability to work effectively across organisational boundaries, building trust with a wide range of stakeholders, including communities, NGOs, public bodies and agencies.

Skills and Competencies

Delivery and Facilitation

- Strong **facilitation and negotiation skills**, with the ability to identify shared interests and broker practical solutions between differing priorities.
- Capacity to translate **policy and ecological concepts into practical, on-the-ground actions** that are acceptable to land managers and communities.
- Organised and self-motivated, with the ability to manage multiple strands of work, maintain momentum, and work independently with limited supervision.

Analytical and Strategic Thinking

- Ability to think at **landscape and network scales**, while retaining attention to local detail and feasibility.
- Sound judgement in situations of **ecological and policy uncertainty**, with a pragmatic, adaptive approach to problem-solving.
- Experience of contributing to, or producing, reports, feasibility studies, funding bids or strategic plans.

Communication

- Clear written communication skills, with the ability to produce concise, policy-appropriate documents for varied audiences.
- Confident verbal communication skills, including presenting ideas, facilitating discussions, and engaging with both technical and non-technical audiences.

Personal Attributes

- A **collaborative and respectful working style**, recognising the knowledge, experience and concerns of land managers and local communities.
- Credibility and empathy when working in agricultural and land-based settings.
- Comfortable operating as a **boundary-spanner** between ecology, policy, land management and community interests.
- Willingness to work in a **developmental and iterative way**, accepting that approaches may need to evolve as learning emerges.
- Be based in the Glenkens.

Desirable Criteria

- Experience of **Nature Network, ecological network or connectivity projects**, particularly in lowland or farmed landscapes.
- Knowledge of citizen science, participatory monitoring or community-led data collection.
- Familiarity with **Scottish rural funding mechanisms** (e.g. agri-environment schemes, forestry grants, nature-recovery funds).
- Experience working in, or strong familiarity with, **south-west Scotland or comparable rural contexts**.
- Knowledge of the Glenkens.

Basic Terms and Conditions

Salary:	£32,200 (0.8FTE x £35k)
Duration:	Fixed term contract to 31 March 2027.
Contracted Hours:	28 hours/week. Mostly over weekdays but some weekend and evening working will be required for meetings and public events. This may vary over course of term.
Tenure:	Employed, but may also consider job-share or self-employed contract basis.
Pension:	GCAT operates a NEST pension scheme (automatic enrolment). The payments into your pension are: • Your contribution - 5.00% of your pensionable pay. • Our contribution – 3.00% of your pensionable pay.
Holiday:	26 days including public holidays.
Base Location:	The CatStrand, New Galloway, DG7 3RN. Flexible and home working offered. Regional meetings will require own transport to get to.
Reporting to:	GCAT Chief Executive and project Steering Group
Line Management:	none

How to apply

Applications should consist of a current CV and supporting statement. The supporting statement should be no longer than 2 sides of A4, setting out your suitability for the role.

Closing date: **12 noon on Friday 1st May 2026**

Send applications by email to: andrew@catstrand.com

For further information or to discuss the role, please contact Andrew McConnell, GCAT Chief Executive, Glenkens Community & Arts Trust on andrew@catstrand.com or by phone: 01644 420374.