



Peat management and Restoration Project Officer

Recruitment Pack



Summary

JOB TITLE: KTP associate – Peat management and Restoration Project Officer

SECTION: Environmental Research Institute (ERI)

SCALE POINT RANGE: £35,000-£39,000

TERM: Fixed-term contract, 26 months with 6 months probation

START DATE: Before December 7th, 2025

PENSION: Local Government Superannuation Scheme

ANNUAL LEAVE: 25 days + 14 days public holidays

RESPONSIBLE TO: Prof. Roxane Andersen

CLOSING DATE: 22 October 2025

The Environmental Research Institute (ERI) is part of UHI North, West and Hebrides, Thurso, one of the academic partners of UHI. Our mission is to 'provide dynamic leadership in research, innovation and education that advances understanding and informs management of our natural environment'. The ERI's 'Peatlands' theme aims to study peatland resilience across scales and discipline boundaries. Our research seeks to provide underpinning evidence that can drive changes in policy and practice to ensure a resilient future for the peatlands of the Highlands and Islands region, and a just transition for its people.

RWE is a leading power generator in the UK, supplying around 15% of the country's electricity with a diverse operational portfolio of onshore wind, offshore wind, hydro, biomass and gas, with over 12 GW of renewable energy projects at various stages of development and construction. RWE has an ambition to grow further in the UK, delivering new investments in new green technologies and infrastructure to support the energy transition and deliver against Scotland's Climate Change Act 2019, which sets out the Scottish Government's commitment to hitting its net zero target by 2045. This includes developing innovative peatland management strategies to improve protection of Scotland's carbon-rich soils and deliver measurable biodiversity gains above and beyond compliance with the National Planning Framework 4.

We now seek to appoint a highly motivated Knowledge Transfer Partnership (KTP) Associate to become the Peat management and Restoration Project Officer. The successful candidate researcher will be employed by UHI North, West and Hebrides and based in Inverness, embedded within RWE's Ecology Team, which is integrated into all other relevant departments within the business.

Peat management and Restoration Project Officer

Job Description

The successful candidate will develop, deliver and monitor innovative peatland re-use, restoration and management practices across a range of RWE windfarm sites.

- + Familiarisation with all the relevant KTP partners and with the current condition and operational requirements of the three core Caithness sites (Bad a'Cheo, Camster and Golticlay) in the context of NPF4 and UNESCO World Heritage Site
- + Review existing practices around excavation and re-use of peat and develop strategy for planning delivering and monitoring incorporation of peat into novel restoration interventions
- + Plan and deliver restoration trials and monitoring plans across the three sites
- + Report on outcomes and explore scalability potential of innovation within RWE and across the sector



Key Duties

1. Research

- + To review existing practices around excavation and re-use of peat, peatland restoration and monitoring in the renewable energy sector and situate them in the context of wider national and international best practice
- + To review, collate and interrogate existing datasets relating to RWE's existing peatland management plan
- + To design, develop and deploy monitoring strategies to improve characterization of baseline and restoration outcomes across three sites in Caithness
- + To design, develop and deploy trials incorporating excavated peat and re-vegetation strategies and initiate post-intervention data collection across three sites in Caithness
- + To investigate the potential for scalability of innovation in re-use of peat and monitoring of restoration and rehabilitation outcomes across the pipeline of existing and prospective projects
- + To identify pan-sectoral barriers and opportunities for optimization of peat excavation, re-use, and restoration

2. Outreach

- + To lead on the preparation of marketing and information about peatland activities at RWE's sites

3. Management

- + To manage budget and resources associated with the KTP project
- + To contribute to supervision of contractors and/or ecological clerks of work involved in the deployment of trials and monitoring programmes

This list of duties is not intended to be exhaustive but simply highlights the main tasks of the post. The postholder may be required to undertake additional duties which might reasonably be expected of them and which form part of the function of the post.



Person specification

Required

We welcome applications from candidates with relevant degree (e.g., BSc, MSc, MRes) in areas such as Environmental Sciences, Sustainable Development, Biology, Geography, or relevant equivalent professional experiences.

Candidates should be able to demonstrate evidence of:

Experience of project management and experience of work in an outdoor environment and as part of a multi-disciplinary team. Experience can be exemplified by:

- + Previous projects, including research dissertation
- + Volunteering with NGOs
- + Commercial or consultancy activity

Applicants should have:

- + Good knowledge of ecology, including basic knowledge of peatland processes and attributes
- + Effective communication skills and comfortable interacting with stakeholders, so must be self-disciplined, well-organised and able to present themselves in a professional manner with the ability to prioritise a busy and varied workload
- + Basic data curation and wrangling skills
- + Good IT skills (e.g., full Microsoft suite)
- + A full, clean driving licence

Desirable:

- + Experience of natural resource management
- + Basic understanding of planning process in Scotland
- + Basic mapping skills, e.g. GIS



About the area

Inverness

Inverness is a city on Scotland's northeast coast, where the River Ness meets the Moray Firth. It's the largest city and the cultural capital of the Scottish Highlands. Its Old Town features 19th-century Inverness Cathedral, the mostly 18th-century Old High Church and an indoor Victorian Market selling food, clothing and crafts.

Caithness

The borders of Caithness are the Pentland Firth to the north, and Moray Firth to the east. Caithness meets Sutherland, together covering the far north coast of Scotland. The coast is low-lying on the east, and majestic on the north, with high cliffs and offshore stacks at places like Duncansby Head. Wick and Thurso are the main settlements, based around harbours and making their living on a mix of fishing and tourism. The **Flow Country** is an area of deep peat, dotted with bog pools, that forms the heart of the Caithness and Sutherland peatlands, and the world's only peatland inscribed as a UNESCO World Heritage Site. The key sites for the KTP project are situated in the periphery of the Flow Country, in areas of peatland formerly afforested with non-native conifer plantations.

Further information

[RWE | Our energy for a sustainable life.](#)

[Inverness - Holidays, Breaks & Travel | VisitScotland](#)

[The Flow Country](#)

Key Terms and Conditions of Employment

Hours of Work	This post is for 37 hours per week but you may be required to work additional hours to meet service requirements. This may include evening and weekend work, where required.
Holidays	25 days in a full year plus 12 public/general holidays, pro-rata for part-time workers.
Duration	This a full-time fixed term post for 26 months including a 6 month probation.
Salary	The salary for this post is £35,000 - £39,000 per annum pro-rata. Fixed - TBD based on candidate experience.
Location	The position will be based primarily with the RWE Biodiversity & Ecology team in Inverness and will require working in onshore windfarm sites in Caithness. It may also require occasional work from other sites as appropriate to the duties.
Pension	You will be contractually enrolled into the Local Government Superannuation Scheme. Further details are available upon appointment.
References/ Medical Assessment/ PVG Check	For external candidates, appointment will be subject to references and a PVG check, which will be taken up after an offer has been made.

Further information

The following websites may be useful in providing further information.

The University of the Highlands and Islands: <http://www.uhi.ac.uk/>

UHI North, West and Hebrides: <https://www.nwh.uhi.ac.uk/en/>

The Environmental Research Institute (ERI): <http://www.eri.ac.uk/>

For further information on this position, please contact Prof Roxane Andersen, leader of ERI's 'Peatland' research group: Roxane.Andersen@uhi.ac.uk.

Completing the Application Form

Please read the application form thoroughly and complete it electronically (preferred) or in black ink. Please ensure that you complete all sections.

Where answers require additional detail, this should be provided on a continuation sheet and attached to the form.

A current CV and covering letter should also be provided in addition to the application form.

The information that you provide in your application form & other supporting information is the only information we will use in deciding whether or not you will be short listed for interview. Your application will be treated in the strictest confidence.

References

Please give the name, address, telephone number and email address (if known) of two referees, including your existing or last employer, to whom reference may be made in support of your application concerning your professional ability and performance at work. References will only be taken up for short-listed candidates.

Please ensure your referees are able to respond promptly as no appointment will be made without receipt of satisfactory references.

Please note that any offer of employment will be conditional upon receipt of satisfactory references from your current/last employer or academic institution, unless advised otherwise.

Submitting your application

Completed applications must be returned by the closing date indicated. Applications (preferably by e-mail) should be sent to hr.nwh@uhi.ac.uk

Or: Human Resources, North Highland College-UHI, Ormlie Road, Thurso, Caithness, Scotland KW14 7EE.

We will acknowledge receipt of completed applications by e-mail. Written acknowledgement of completed applications will only be provided where requested and where a stamped addressed envelope is enclosed with your application for this purpose.

We will contact you concerning your application once shortlisting has been completed.

Key dates

The closing date for receipt of applications is 22nd October 25.

Interviews are planned for 4th November 2025.

Interviews will be conducted in person in Inverness. Interviews may be conducted online initially, but a visit to Inverness will be required prior to a formal offer.

Starting date for successful candidates: Starting date may be negotiated – the position is available immediately (subject to receipt of satisfactory references and securing PVG Scheme membership via Disclosure Scotland). NOTE: The candidate must start working no later than the 7th of December 2025.