



Job Description

Job Title:	KTP Associate – Peat Management and Restoration Project Officer		
Department:	Research and Knowledge Exchange	Location:	RWE Biodiversity & Ecology Team, Inverness
Grade:	£35,000 - £39,000		
Report To:	Senior Research Fellow (Roxane Andersen)		

Job Purpose:

To develop, deliver and monitor innovative peatland re-use, restoration and management practices across a range of RWE windfarm sites

Duties and responsibilities

The following duties and responsibilities are intended to give a broad indication of the variety of tasks the post holder may be asked to undertake. It should be noted that a job description is not an exhaustive list of activities, and staff may be asked to carry out other duties commensurate with the level of the post. The job description may also be amended to take account of changed circumstances, and staff will be consulted when this is necessary.

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

Terms and Conditions

This post is governed by Support Staff terms and conditions, which are subject to collective bargaining processes.

General

- Proactively contribute to own personal development and supporting the wider sustainability of UHI North, West and Hebrides;
- Contribute to UHI's climate, biodiversity, and sustainability goals, including net-zero by 2040;
- Ensure consistency and equality at all times and proactively engage in UHI North, West and Hebrides values of trust, integrity and excellence.
- Ensure the health and safety of self and others and compliance with safeguarding, data protection requirements and all college policies;
- Work collaboratively with colleagues to ensure a whole college focus and approach

Appendix: Personal Attributes Framework Leadership – Providing direction, inspiration and encouragement to others

- Acts with confidence guiding the activities of colleagues, students and/or visitors
- Demonstrates a positive attitude to new ways of working and when faced with difficult situations
- Understands importance of having a strong sense of purpose and common goal
- Understands how own role contributes towards meeting organisational goals
- Takes responsibility and is accountable for own actions
- Is able to objectively assess own strengths and limitations
- Delivers a friendly and professional service to learners, customers and staff
- Reflects positively on feedback and responds proactively
- Ensures colleagues and line managers are kept informed of activities
- Listens effectively and shows empathy to others' needs and feelings

Teamworking/Communication – Working with others in a constructive and supportive way to achieve goals and manage change.

- Gives guidance and support to colleagues when it is needed.
- Asks for and accepts help when needed.
- Readily shares information, knowledge and expertise within own teams and across teams.
- Establishes effective working relationships inside and outside the college.

- Is polite, tolerant and patient, treating all with dignity and respect.
- Helps others to learn through encouragement and feedback.
- Works collaboratively with team and other functions to achieve a successful outcome.
- Listens to and respects others' views and opinions.

Performance – Managing performance of teams across the college and creating development opportunities

- Seeks ways to improve own learning and self-development
- Takes responsibility for managing own time and area of work.
- Seeks clarity when uncertain about information/instruction.
- Prioritises workload and is able to deal with changing requirements.
- Takes personal responsibility to ensure continuous professional development of skills and knowledge.
- Seeks and analyses feedback and takes positive action.
- Keeps customers updated on progress
- Aims to deliver agreed targets to timescale
- Manages customer expectations diplomatically and tactfully
- Pursues service excellence in line with college vision, commitments and standards
- Takes responsibility for following through on customer enquiries
- Supports and promotes a customer focused culture.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Degree (e.g. BSc, MSc) in relevant area, including e.g. Environmental Sciences, Sustainable Development, Biology, Geography, etc. OR <ul style="list-style-type: none"> Relevant, equivalent professional experience 	
Experience	<ul style="list-style-type: none"> Experience of working in an outdoor environment Experience with project management Experience of working in a multi-disciplinary team 	<ul style="list-style-type: none"> Experience of natural resource management
Knowledge & Skills	<ul style="list-style-type: none"> Good knowledge of ecology, including basic knowledge of peatland processes and attributes Good communication skills (both written and oral) Basic data curation and wrangling skills Good IT skills 	<ul style="list-style-type: none"> Basic understanding of planning process in Scotland Basic mapping skills, e.g. GIS
Personal Qualities*	<ul style="list-style-type: none"> Ability to build effective relationship with staff and students, ability to work in a team Good time and resource management Ability to work independently Ability to act as ambassador for the College in high level external contexts Also: see personal attributes framework 	
Other	<ul style="list-style-type: none"> Live within commutable distance of Inverness Commitment and ability to undertake and/or continue professional development in a relevant discipline Clean driving licence Be willing to work flexible hours when necessary to meet requirements of the post Be willing to regularly travel on College business, between centres, UHI and within Scotland Satisfy appropriate Disclosure Scotland checks 	<ul style="list-style-type: none"> Experience of 4 x 4 driving off-road

*Please note that the personal qualities, whilst desirable, will not be considered when shortlisting in line with the essential criteria for the role.

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.
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.
Holidays	25 days in a full year plus 12 public/general holidays, pro-rata for part-time workers.
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.

UHI North, West and Hebrides, an equal opportunities employer, is a registered charity which exists to provide Further and Higher education.

