

TITLE: Project Design Specialist

Opportunity for an experienced peatland restoration project designer to join a fast growing and highly ambitious business.

About Caledonian Climate:

Globally, peatlands store more carbon than any other terrestrial ecosystem and in Scotland, they account for over 20% of our land area but up to 80% are in a degraded state, emitting carbon and contributing to climate change and nature loss. Their restoration is essential and if done well, has immediate and lasting impact; engaging local communities, aligning with corporate ambitions, and reversing the climate and nature crises that we collectively face.

Caledonian Climate Partners (CCP) is deeply committed to tackling climate change and nature loss through the long-term restoration of degraded peatlands. The mission is to bring together forward-thinking landholders and business leaders, to address climate change and reverse biodiversity loss. CCP does this by implementing best practice restoration on expertly planned and managed projects that add value to all key partners and the wider community.

A core ambition of the business is to increase the speed and scale of high impact, high integrity, peatland restoration in Scotland. There is much to do, with the Scottish Government setting out a roadmap to restore 25,000hectares annually over the next decade. The Caledonian Climate team are surveying thousands of hectares of degraded peatlands and securing funding for their restoration at scale. We are now looking to further grow the team in order to deliver exceptional service to our clients and continue to be at the forefront of wetland restoration.

Status: Full time

Term: Permanent

Location: A flexible mix of remote and office-based work, alongside fieldwork across Scotland

Reports to: Managing Director

Salary + Benefits: Highly competitive – get in touch for details

The Role:

The successful candidate will lead the development and implementation of peatland restoration projects within the business. A key focus of their work will be the design of restoration projects, the securing of funding and the subsequent management of the project, including contractors. As a delivery partner of PeatlandACTION, the successful candidate will have close liaison with PeatlandACTION staff members across the country and will understand the grant requirements and application process. Working with the Caledonian Climate team, the successful candidate will develop and train entry level recruits to develop best in class project designers. They will work alongside and understand the needs of landholders to design and implement landscape scale peatland restoration projects across Scotland.

The business is keen to support and develop new concepts and practices as we look to take the company to the next level – to do this we need a motivated and action orientated professional that is not afraid to take the initiative and develop innovative solutions to existing challenges.

 www.caledonianclimate.com

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Key Responsibilities

- Develop long term restoration and management plans to improve the quality and extent of a peatland resource over a landholding. This will include sensitivity to habitat preservation
- Develop funding applications for facilitating the successful restoration of degraded peatlands. This will include PeatlandACTION grant bids but will also include novel financing mechanisms supported by the private sector
- Develop peatland restoration plans with competitively tendered work programmes, including site surveys
- Develop strong trusted relationships with all stakeholders
- Develop and manage contracts for survey works and peatland restoration capital works including the supervision of specialist contractors
- Support the management of public grant claims and grant reporting requirements
- Develop community engagement programmes to compliment restoration projects
- Provide expert thought leadership on peatland restoration and management to the business and our clients
- Attend a variety of peatland focussed events, including stakeholder engagement sessions and training days
- Support the development and delivery of 'walk and talk' events, awareness roadshows and seminar delivery
- Follow all health & safety procedures and meet the requirements of Construction (Design & Management) Regulations 2015
- Ad hoc requirements as necessary to ensure the smooth running of the business

Essential skills

- Practical experience of producing plans, specifications and costs for peatland and/or habitat restoration schemes. 3-5 years experience
- Proven experience of land management/conservation project management and successful delivery
- Experience in successfully applying for funding from grant awarding bodies
- Demonstratable experience of safe lone/remote working - The ability to manage risks associated with such activities and make good decisions that allow for safe navigation out of complex situations
- Experience of managing machinery contractors and working with CDM 2015 Regulations
- Experience of developing and maintaining positive working relationships with land managers, agencies and other stakeholders to deliver land management projects
- Good knowledge of upland management and land use
- Articulate with excellent communication, interpersonal and negotiation skills
- Highly organised and possessing good time-management skills
- Full clean drivers' licence with access to own car
- Eligible to live and work in the UK

Attractive qualifications and experience:

- Direct experience of peatland survey, management and restoration techniques
- A relevant degree or equivalent in a land management/ environmental management/nature conservation discipline
- Experience in sourcing and in interrogating land use information associated with GIS
- Working knowledge of one or more of the following themes: upland farming, management of wild deer, woodland and forestry, natural flood management, habitat restoration and/or moorland management for sporting interests
- Knowledge and experience of the Peatland Code and it's deployment
- Experience of working within a fast-paced small team
- Membership of an appropriate professional body
- First aid qualified or agreeable to carry out necessary training
- Professional licence to fly a drone/UAV
- A flexible approach to working hours - weekend working may occasionally be required and would be remunerated, including travel time

The peatland sector is a fast-growing industry and we are looking for someone who can help us cement the businesses position as the go-to in our field.

How to apply:

Feel free to give us a call to discuss this opportunity (Freddie on 07840 998 944), otherwise, please attach your covering letter, resume/CV, and any supporting relevant work that might assist your application to:

freddie@caledonianclimate.com