

Cromarty Firth Watershed Environmental Trust

Project Development Director

Role title	Project Development Director	Ref No. CFWETJV001
Reporting to	CFWET Trustees	
Salary	To be agreed	
Duration	Full Time, 37.5 hours/week.	
Location	Based at Lockett-Agri Environmental Offices in Dingwall.	
Start date	As soon as possible – to be discussed with selected candidate	

Background:

The Cromarty Firth catchment is nationally important for its habitats and species including many of international importance. It is home to many rare and important iconic species all of which make a significant contribution to Highland culture, heritage and economy. However, the distribution and abundance of these nature rich hotspots is a shadow of what it once was. The depredations of centuries of inappropriate land use practices have taken their toll and led to Scotland becoming one of the most nature-depleted countries in the world.

The newly created Cromarty Firth Watershed Environmental Trust (CFWET) is embarking upon a restoration initiative seeking to create a resilient and interconnected system of habitats to restore ecosystem function and species diversity in the Cromarty catchment. This approach aims to mitigate the impacts of climate change, conserve and enhance the diversity of flora and fauna including the now endangered wild Atlantic salmon and bring broad community benefit.

This post provides an exceptional opportunity to develop and deliver essential work towards this restoration initiative over the extensive Cromarty catchment with the ultimate aim of extending these networks beyond the watershed to link with neighbouring catchments. Engagement with local communities and businesses will be central to the successful delivery and sustainability of this work.

Across Scotland, river catchment managers are increasingly expanding their remit 'beyond the rivers' edge' to focus on the restoration of the broader catchment areas. This involves designing, co-ordinating and delivering ecological restoration projects in partnership with landowners, local and national stakeholders, sourcing and mobilising diverse funding pools ranging from private investment, public grants, CSR commitments, and natural capital investments.

Job Description

We are looking for a dynamic individual for this exceptional opportunity to lead the development of the catchment scale restoration initiative which aims to restore ecosystems, mitigate the impacts of climate change and increase biodiversity.

The Cromarty Catchment Restoration Initiative requires leadership and project management to establish the Trust systems, processes and work streams, manage the development and delivery team and secure funding. Working in partnership with landowners, businesses and

national and local organisations you will be responsible for developing a restoration plan that will play a key part in delivering Government targets to stem the loss of biodiversity in the Highlands.

The candidate will have a proven track record in team leadership and project governance in the land management and/or conservation sectors. A clear understanding of upland ecosystems and processes, land tenure and regulatory structures will be essential to underpin the development of the restoration initiative. The success of this aspirational initiative will provide an incentive for similar conservation activity in adjacent catchments and the wider region.

The candidate should have excellent advocacy skills to promote the Trust’s aims and objectives and engender broad support both within the catchment and at regional and national level. Central to the role is the positive engagement of project partners, including landowners, land managers and local communities.

Key Responsibilities

- In conjunction with CFWET Trustees develop and manage the internal systems and processes to deliver the Cromarty Catchment Restoration Initiative including financial management and tendering procedures.
- Line manage and develop a highly motivated team including a Project Officer and Education and Outreach Officer.
- Lead the development of the catchment restoration plan including identification of target habitats and species and prioritising areas for conservation action.
- Contribute to the development of projects with CFWET colleagues to ensure consistency with the Trust vision.
- As an ambassador for CFWET proactively lead, participate and collaborate in engagement and communications in conjunction with the Trustees.
- Lead on the identification of CFWET funding sources and applications and support representations to potential funders including government and institutional leaders including through the generation and delivery of presentations.
- Forge strong relationships with landowners and land managers and liaise with key project partners, advisors, regulatory bodies, government agencies, NGO, including the Cromarty Firth District Salmon Fishery Board and local communities.
- Report to the CFWET Board of Trustees and convene the Initiative Steering Group on a regular basis as required, providing updates on project proposals, progress with ongoing projects and partnership opportunities.

Person Specification

	Essential	Desirable
Qualifications/Training		
An Hons. degree, or equivalent in a land management/ environmental management/ agriculture/ forestry/ nature conservation discipline	+	
Project management qualification e.g. Prince2		+
Leadership and management qualification		+
A full UK driving licence, preferably with	+	
Skills		
Excellent written and verbal interpersonal communication, negotiation and presentation skills	+	

Strong project and people management skills and an ability to work on multiple streams with competing deadlines	+	
Financial management and associated administration experience	+	
Practical experience, ecological knowledge of the uplands and relevant survey and monitoring skills.	+	
An understanding of current funding mechanisms for ecological restoration projects, and a directly attributable track record in fund raising	+	
Strong IT skills and familiarity with Microsoft applications e.g. Outlook, Excel, Word etc.	+	
Experience of 4x4 off-road driving		+
Skills in undertaking Health and Safety risk assessments and writing Standard Operating Procedures	+	
Knowledge and Experience		
Experience of peatland restoration and native woodland creation		+
Knowledge of the impacts of broad ecological restoration projects on the wider landscape ecology		+
Knowledge of freshwater ecology		+
Awareness of the general policy context and ability to support representation to government and key institutions	+	
Personal Profile		
Able to work well with people and develop strong partnership working	+	
Able to build and lead teams through a collaborative and coaching style	+	
Self-motivated and self-starter/initiator on tasks	+	
Enjoys working outdoors in all weathers	+	

To Apply

Please submit a CV and covering letter detailing why you are interested in the post and the skills, attributes and experience you would bring to this position to: admin@cfwet.org

Please also include details of two recent referees (job/academic). We will not contact referees unless we have spoken to candidates first. If you have examples of forestry or other restoration projects that you have designed and managed, please include a sample of these.

Closing date for applications: **9.00 am on Monday 14th April 2025.**

Interviews will be held on **24th and 25th April 2025**, in person or online via Teams or Zoom.