

The Scottish Beaver Trial is a partnership project between the Royal Zoological Society of Scotland, the Scottish Wildlife Trust and host Forestry Commission Scotland to undertake a time-limited, five year long trial reintroduction of the European beavers (*Castor fiber*) to Knapdale, Mid-Argyll



Scottish Beaver Trial Part-time Field Officer
Knapdale Forest, Argyll
c£15k- £18k Pro-rata

This exciting position could be yours if you have proven experience in practical wildlife monitoring, and are keen to work out-of-doors in a challenging but enthralling environment. You will be committed to the re-introduction of this special species currently lost to Scotland's landscape, and working alongside the full-time Field Officer will engage with the local community and agencies to promote the project aims.

Applicants should be able to demonstrate knowledge of mammal ecology and tracking skills and have excellent interpersonal and organisational skills.

Full driving licence is essential as are good writing, research and volunteer management skills. Knowledge of the local area would be advantageous.

For an application form please see www.swt.org.uk, e-mail recruitment@swt.org.uk or contact Catherine Douglas, HR Manager on 0131 312 4731.

Closing date for applications is Monday 15th February 2010

The Scottish Wildlife Trust and Royal Zoological Society of Scotland
are committed to equal opportunities.



Job description

Scottish Beaver Trial Part-time Field Officer

(Three days/week, January 2010 – 2012, with potential for extension to 2014)

Based	Cairnbaan, by Lochgilphead, Argyll
Line Manager	Scottish Beaver Trial Project Manager

Overall purpose of the job

The Scottish Beaver Trial is an ambitious and ground-breaking project run by Scottish Wildlife Trust (SWT) and Royal Zoological Society of Scotland to undertake a five-year trial reintroduction of European beavers to Knapdale, Mid-Argyll. The Part-time Field Officer will work along side the current Field Officer and have specific responsibility for practical beaver tracking and related survey work in and around the trial area.

Main duties

Beaver tracking and monitoring:

- Tracking of beaver locations and their impacts using various methods including night observations, field-based vegetation surveys and telemetry.
- Working with current Field Officer, assist in collection and provision of monitoring data for analysis.
- Working with current Field Officer, assist in maintenance of all project equipment.

Animal management:

- Assisting as required with beaver capture operations.
- Assist as required with mink control operations.

Public relations & information:

- As required, be a local point of contact for the Scottish Beaver Trial.
- To be a member of the Scottish Beaver Trial Project Team and Knapdale-based Scottish Beaver Trial Stakeholder Forum.

Events & People:

- Assist with training and awareness raising events for stakeholders and volunteers associated with trial.
- Assist with coordination and support of volunteers involved in the project.

Key internal & external contacts

- Current, full-time SBT Field Officer, SBT Project Manager, RZSS Beaver Project Team Leader and RZSS Conservation & Research Manager.
- Landowner and trial host partner: FCS.
- Independent monitors and Scottish Government advisors: SNH.
- Scottish Beaver Trial working groups (Fundraising, PR & Communications, Education & Interpretation).
- Statutory bodies (e.g. Argyll & Bute Council, British Waterways (Scotland), Historic Scotland, Scottish Water and SEPA).

- Local stakeholder organisations and individuals (e.g. landowners, neighbours, Community Councils, local communities, local angling clubs, National Farmers Union Scotland representatives etc).
- SBT Volunteers.
- The general public.

Personal specification

Qualifications, training, knowledge and experience:

Essential qualifications:

- Full UK driving licence.

Desirable qualifications:

- Degree in a related science or an environment-related discipline.
- Canoe and boat handling qualifications.
- Trailer & off-road driving.
- First aid certificate.

Essential experience:

- Wildlife survey & monitoring project(s).

Desirable experience:

- Use of telemetry in research projects.
- Experience of contributing towards ecological research projects.
- Experience of working with volunteers and running events.
- Experience of writing publications and reports.
- Working with public bodies, stakeholders and local communities.
- Knowledge of local area.

Special competencies, skills and abilities:

Essential:

- Good interpersonal and diplomacy skills.
- IT competent.
- Self starter, with the ability to work under challenging physical conditions with minimal supervision.
- Good organizational skills.
- Ability to adhere to detailed procedures and protocols.

Desirable:

- Experience of GIS systems.

Date	24 th November 2009
Author	Simon Jones
Position	Scottish Beaver Trial – Project Manager



Background information:

The Scottish Beaver Trial

This project is an innovative and ambitious scheme to bring the beaver back to Scotland and is the first-ever formal reintroduction of a native mammal into the wild anywhere in the UK.

In May 2008 the Scottish Government granted a licence to the project partners Scottish Wildlife Trust (SWT) and the Royal Zoological Society of Scotland (RZSS) to allow them undertake a five year trial reintroduction of the European beaver to Knapdale in Mid-Argyll. The European beaver (*Castor fiber*) is an animal native to the UK, but hunted to extinction by man by the 16th century. In May 2009 three families of beavers were released into lochs within the Knapdale Forest and the trial formally began. The trial will assess the ecology of the beaver in the current Scottish environment and evaluate the effects of beaver activities on the local environment, including a range of land uses (primarily forestry and freshwater lochs).

The overarching objective of this project is to assess the feasibility of a wider reintroduction of European beaver to Scotland by undertaking a scientifically monitored, time-limited and site specific trial reintroduction. This can be broken down into a further five key objectives, to:

- study the ecology of the beaver in the Scottish environment;
- assess the effects of beaver activities on the environment, including on a range of land uses;
- generate information during the proposed trial release that will inform a potential further release of beavers at other sites with different habitat characteristics;
- explore the environmental education opportunities that may arise from the trial itself and the scope for a wider programme should the trial be successful, and;
- determine the extent and impact of any increased tourism generated through the presence of beaver.

The trial will evaluate the effects of beaver activities on the natural, cultural and socio-economic local environment and compare these with other research findings from mainland Europe. The trial will provide vital information to the Scottish and UK Governments, as well as many other agencies involved, regarding the longer-term potential for restoring beaver populations to the UK. The experience and knowledge gained throughout the project will be passed onto fledgling English and Welsh beaver reintroduction projects through both formal and informal liaison.

A monitoring programme led by SNH forms an integral part of the trial and is set against baselines established before the trial.

Timescales and organisation

Scandinavian beavers were selected for this trial as they are considered by researchers to be closest to the type once found in Scotland. In 2008 25 beavers were obtained by Norwegian scientists from the Telemark region of Norway (Telemark terrain has many similarities with the release site). The beaver families were quarantined for six months prior to release.

There are three tiers of management for the project with initial planning, consultation and national overview being the responsibility of the Scottish Beaver Trial Steering Group (comprising RZSS, SWT, SNH, FCS & independent experts). The implementation of the work on the ground is the responsibility of the Scottish Beaver Trial Project Team (made up of SWT, RZSS, FCS and SNH staff members), who work with four specialist working groups, made up of experts from various agencies to deal with (i) SNH-led Research & Monitoring Coordination Group, (ii) Fundraising, (iii) Education & Interpretation and (iv) PR &

Communications. A local stakeholder forum has been established to allow other interested parties to feed into the management process. A Beaver Volunteer Group has been established to allow local volunteers to contribute practically to the trial.

Who's who in the Scottish Beaver Trial?

Scottish Beaver Trial: Partners

Scottish Wildlife Trust (SWT) is a registered charity. It is the largest voluntary body working for all the wildlife of Scotland, representing more than 31,000 members who care for wildlife and the environment. SWT seeks to raise public awareness of threatened habitats and species and manages over 120 wildlife reserves Scotland-wide.

The **Royal Zoological Society of Scotland (RZSS)** own Edinburgh Zoo and Highland Wildlife Park and are a registered charity. RZSS was founded by visionary lawyer Thomas Gillespie. The Society was set up 'to promote, facilitate and encourage the study of zoology and kindred subjects and to foster and develop amongst the people an interest in and knowledge of animal life'. RZSS has been involved in several successful species reintroduction programmes in the past. These include native species, such as the Canna mouse, as well as global initiatives including reintroducing the Socorro dove back to the Socorro Islands, off the Mexican coast.

Scottish Beaver Trial: Hosts

Forestry Commission Scotland (FCS) manages the trial site of Knapdale Forest as part of the national forest estate. Forestry Commission Scotland serves as the Scottish Government's forestry directorate and is responsible for the protection and expansion of Scotland's forests and woodlands. FCS manages the national forest estate for a range of public benefits – economic, social and environmental. It works closely with a range of national and local stakeholders and partners to deliver the Scottish Government's goals vested in the Scottish Forestry Strategy. In relation to the beaver trial, FCS will host the trial on their land and lead on on-site visitor management and interpretation.

Scottish Beaver Trial: Monitors & Advisors

Scottish Natural Heritage (SNH) advises the Scottish Government and works to secure the conservation and enhancement of Scotland's natural heritage, foster understanding and facilitate enjoyment of it and encourage its sustainable use. In relation to the Knapdale Beaver Trial, the role of SNH, as laid out in the Scottish Government license conditions is to coordinate a monitoring programme in collaboration with the project partners through an appropriate group, and involving SNH's Scientific Advisory Committee. The group, chaired by SNH, will maintain a suitable level of scientific independence from the other project groups. SNH, in collaboration with the group, will:

- collate information on behalf of the Scottish Government (SG);
- assess and approve all research, survey and monitoring projects associated with the project (including those projects which SNH will not necessarily lead on, e.g. public health), thereby ensuring limited resources are directed at addressing the core objectives of the trial;
- co-ordinate research, survey and monitoring projects to ensure collaborative opportunities are identified, data is collated in compatible formats, disturbance to beavers minimised and detrimental effects to nature conservation interests avoided (e.g. SAC, SPA, species etc.);
- ensure all data and information collated during the trial has joint ownership and is made publicly available;
- produce a pre-release monitoring programme and a post-release monitoring programme by the year of the release, both plans to be submitted to the SG;

- SNH will also lead, in collaboration with other partners where appropriate, on specific projects relating to the monitoring and modelling of the beaver population, and the monitoring of the effects of beaver, and;.
- SNH to report to the SG on whether the conditions of any licence are being fully addressed on the ground. SNH are directly involved in a significant number of these licence conditions.



BENEFITS OF EMPLOYMENT WITH THE SCOTTISH WILDLIFE TRUST

First and foremost, we can offer you the opportunity to:

- Work for one of the major players in Scotland's conservation movement
- Work for a good cause and with like-minded people
- Influence Scotland's landscape
- Experience interesting and beautiful locations
- Work in an informal and friendly atmosphere
- Work with colleagues sharing a wealth of knowledge ranging from environmental concerns to management issues

In addition to the above, we also offer:

Pay

Salaries are highly competitive within the conservation sector. The value of salary grades are reviewed annually on the 1st April.

Pension Scheme

The Scottish Wildlife Trust offers a stakeholder pension scheme. The Trust will contribute to this following a six month probation period as follows:

- If employee contributes 2% then the Trust will contribute 3%
- If employee contributes 3% then the Trust will contribute 4%
- If employee contributes 4% or more then the Trust will contribute 5% (this being the maximum the Trust will contribute)

Full-time Hours

Normal working hours total 35 per week.

Flexitime / TOIL

Overtime is not paid however systems exist for utilising flexitime and time off in lieu.

Annual Leave & Public Holidays

25 days paid annual leave per year, increasing to 30 days after five years service. 3 of these days must be used between Christmas and New Year. The annual leave year runs from April to March. SWT recognises 9 public holidays per year. **Part-time employees are entitled to the relevant proportion of the full time equivalent total.**

Company Sick Pay

Enhanced company sick pay is available to all eligible staff.

Maternity Pay

Enhanced contractual maternity pay available to eligible staff.

Membership Rights

As an SWT employee you are entitled to all benefits enjoyed by the members of the Scottish Wildlife Trust, except voting rights at formal meetings.

**SCOTTISH WILDLIFE TRUST
GUIDANCE NOTES FOR COMPLETING YOUR JOB APPLICATION FORM**

1. It is our intention to appoint the best candidate for every vacancy and to enable us to do this fairly, all applicants should provide relevant information about themselves. This information should relate directly to the responsibilities of the job for which you are applying, which are listed in the job description you have received.

2. The following general points should be complied with:

- a) Read the job description carefully and ensure that your application takes full account of these.
- b) Complete all sections.
- c) Include your name and address on the contact sheet. Do not include your name or address on the application form which will be referenced for this purpose.
- d) Only include relevant information.
- e) Do not enclose a CV.
- f) Use black ink.

3. The following relates to the completion of specific sections of the form:

- **EMPLOYMENT HISTORY**

For each job state the name of your employer, outline your main responsibilities and the give the length of your employment. Bear in mind the need for relevance to the job for which you are applying.

- **INFORMATION IN SUPPORT OF APPLICATION**

Please demonstrate in this section how your experience and abilities relate to the skills and experience that we consider necessary to carry out the duties of the job (as detailed in job description.)

- **REFERENCES**

References may be sought as part of the selection process: that is, before or after interview and prior to any offer of employment being made. Please include one referee whom you would wish us to contact at that stage; your employer will be contacted only if you are likely to be offered the post.

4. Internal Applicants

Internal applicants will apply in the same way as external applicants ie by completion and return of the standard application form. It is not acceptable to request that a copy of the last such form on your file be submitted by way of application. In addition, one of the referees provided must be from an external source.

Please return your completed application along with the supplementary *private and confident* forms attached to the address below:

HR Manager, Scottish Wildlife Trust, Cramond House, Kirk Cramond, Edinburgh, EH4 6HZ.

For further information tel 0131 312 7765. Fax: 0131 312 8705

Thank you for applying for this vacancy. If you have not heard anything within one month of the closing date, please assume you were unsuccessful on this occasion. Unfortunately as we are a charity we do not have the resources to reply to all applicants on an individual basis.

CONTACT SHEET

Application No _____ (for office use)

<p>DATA PROTECTION ACT 1998</p> <p>The information contained in this contact form will be used for the purpose of communicating to you information in respect of your application and will be held on our applicant database. The information contained in the related application form will only be used for the purpose of considering your suitability for employment and will not be communicated to any agency or person out with the Scottish Wildlife Trust.</p> <p>Please sign below indicating your agreement to the processing of this information. We cannot proceed with your application without this consent.</p> <p>Signed: _____ Date: _____</p>	
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Surname:

Forenames:

Address:

Day time phone no:

Fax no:

Evening phone no:

Fax no:

E-Mail Address:

APPLICATION FOR EMPLOYMENT

CONFIDENTIAL

Human Resources Department,
Cramond House, Kirk Cramond,
Edinburgh
EH4 6HZ

Application No: _____ (for office use)

POST: _____

How did you learn of this vacancy ie website/word of mouth/publication:

PERSONAL DETAILS

Do you hold a full, current UK Driving Licence Yes/No

Have you held it for more than 2 years Yes/No

Do you require a Work Permit Yes/No

Salary expectations _____ Notice Period _____

EDUCATION/QUALIFICATIONS RELEVANT TO THIS APPLICATION

Subject	Level of Qualification

PROFESSIONAL QUALIFICATIONS

Subject	Level of Qualification

COURSES/SPECIALISED TRAINING ATTENDED

Subject	Level of training

EMPLOYMENT HISTORY

Details of all positions held (including any voluntary work) starting with your current or most recent employer. Continue on separate sheet if necessary.

Employer's name & address	Position/areas of responsibility	Length of employment , reasons for leaving and final salary

COMPUTER SKILLS

Please list all computer software/systems experience and describe level of skill/knowledge

INFORMATION IN SUPPORT OF YOUR APPLICATION

With specific reference to the job description enclosed, please supply further information, experience and achievements relating to the position and state what attracts you to this post.
(continue on separate sheet if necessary)

Previous positions applied for with the Trust and interviews attended (if applicable)

REFERENCES:

Please provide the names and addresses of two persons willing to act as referees on your behalf, one of whom should be your present or last employer. You should be aware that references may be sought as part of the selection process (i.e. before any offer of employment is made) therefore please include one referee whom you would wish us to contact at that stage. If your application is internal, please provide one referee who is not an employee of SWT.

Name	Address and Telephone No.	Capacity in which he/she has known you

Declaration:

I declare to the best of my knowledge the information given on this form is true and correct and can be treated as part of any subsequent contract of employment. Please sign using forename initial and surname only

Signature:

Date:

EQUAL OPPORTUNITIES MONITORING FORM

The Scottish Wildlife Trust is committed to a policy of equal opportunities for its staff, trainees and applicants. In order to monitor the operation of this policy it is necessary to collect information on certain key characteristics of these groups. The data collected forms a confidential statistical record used solely for the purpose of assessing the effectiveness of the policy. The information provided on this form is not made available to any selector. You will greatly assist us by completing this form.

1. Sex

I am female

I am male

2. Ethnic Group

I am White

Pakistani

Black-African

Bangladeshi

Black-Caribbean

Chinese

Black-Other

Other

Indian

Don't know/prefer not to say

3. Disability

I have a long-term health problem or disability which may affect the kind of work I can do.

Yes

No

PRIVATE & CONFIDENTIAL

CRIMINAL CONVICTIONS – DECLARATION FORM

Should you be offered this post you may be asked to undertake a Disclosure Scotland check. It will state on the job description whether or not you will be asked, if you are unsure please contact the HR Department on 0131 312 4731. It will only be posts whose job will involve regular contact with children or vulnerable adults. If this is the case with the post you are applying for, you will be asked to undertake an Enhanced Disclosure Scotland check – this will detail all convictions against you, both spent and unspent.

However if the post for which you are applying does not require a Disclosure Scotland check, please still complete this form but only detail unspent* convictions.

1. Without prejudice, have you at any time been convicted of a criminal offence?

YES/NO

If you answered No, please go to point 5.

2. If 'Yes' please state the dates, the Court where your case was dealt with, the offence and the penalty:

3. Please give details of how you completed the sentence imposed (eg. Did you pay your fine, what conditions were attached to your probation/community service etc). Did you comply with the requirements of the order/custodial sentence?

4. Please give details of the reasons and circumstances that led to your offence(s)

5. Declaration: I certify that all the information contained on this form is true and correct to the best of my knowledge and I realise that false information or omissions may lead to dismissal.

Signature_____ Date_____

Name_____ Post Title_____

Note: The information given on this form will be treated in the strictest confidence. Please seal this form in a sealed envelope with your name, address and post title on the front.

**please ignore 'spent' offences under the Rehabilitation of Offenders Act 1974*