

## Community Benefits from Nature Adviser

**Location:** Office-based at SLC Inverness or CNPA Grantown office, with regular attendance at both offices expected and regular homeworking allowed. This role will also require frequent travel within the Cairngorms National Park Authority area.

**Duration:** Fixed Term for 2 years. Secondments welcome.

**Grade:** B2

**Salary:** £35,688 – £40,766 (rising to £36,038 - £41,166 from 1<sup>st</sup> Jan 2025).

Appointments are usually made at the start of the salary band.

### The Role

The Scottish Land Commission, in partnership with the Cairngorms National Park Authority, is looking for a Community Benefits from Nature Adviser to join the exciting [Cairngorms 2030 programme](#).

This is a one-of-a-kind role, offering the chance to work across two leading organisations at the heart of Scotland's land reform and nature restoration efforts. You'll be working closely with the Park Authority to make sure local communities benefit directly from changes in land use and investment in nature. Your work will help build community wealth in the Cairngorms and contribute to Scotland's just transition to net zero.

As the Community Benefits from Nature Adviser, you'll play a key role in connecting communities to land use change projects, ensuring that local people have a say in how their natural environment is managed and that meaningful benefits are delivered to them. You'll collaborate with the Cairngorms National Park Authority's Communities Team, embedding community wealth-building into investments in natural capital.

We're looking for someone who excels at working with people, building relationships, and negotiating positive outcomes that work for everyone involved. While knowledge of natural capital and nature finance is useful, it's your ability to engage stakeholders and drive projects forward that will make you successful in this role.

This role is all about innovation and learning. You'll be working on a small number of pilot projects, experimenting with new approaches, and capturing valuable insights that will shape the future of land use and community benefits in Scotland.

Because the role is focused on building strong, trust-based relationships with communities, it's essential that you live in or near the Cairngorms.

The post is funded by the National Lottery Heritage Fund, with the support of lottery players. You'll also be part of a wider network of similar roles across Scotland and work alongside the Scottish Land Commission's Good Practice Advisers.

This is a rare opportunity to make a real difference at the intersection of community, land, and nature.

## **Purpose**

This role is all about creating opportunities for local communities, landowners, developers, and nature finance partners to work together for fair and sustainable land-use change across Scotland, with a focus on the Cairngorms. You'll help make sure that the benefits of Scotland's natural resources are shared more equally, by developing tailored agreements between organisations that support nature restoration while delivering real benefits for communities.

You'll also lead in developing and testing case studies that explore how land use change and nature finance can boost community wealth. These case studies will be shaped by the Scottish Government's [Interim Principles for Responsible Investment in Natural Capital](#) and the Scottish Land Commission's [Guidance on Delivering Community Benefits from Land](#).

A key part of your role will be building strong, collaborative relationships between the Scottish Land Commission, the Cairngorms National Park Authority (the lead organisation for the Cairngorms 2030 programme), local communities, and land managers. You'll also work closely with other project partners to drive meaningful, lasting change in land use and community engagement.

## **Delivery Responsibilities:**

- Working closely with the Cairngorms 2030 engagement team, deliver a programme of awareness-raising opportunities and good practice in delivering community benefits from nature restoration;
- Facilitate collaboration and agreements between local communities, landowners, and nature finance individuals and institutions, to deliver meaningful community benefits and support community wealth building through nature restoration and land use change in the Cairngorms;
- Promote the use of shared governance and asset ownership agreements, where appropriate, to increase community agency in decision-making over land;
- Monitor and evaluate progress and learning, including case studies, to disseminate findings across Scotland to support and inform the wider development of good practice;
- Find opportunities to work collaboratively with stakeholders to innovate, try new approaches, and maximise community wealth building and community benefits from nature restoration;
- Contribute to the development of national policy on community benefits from nature finance;
- Undertake key project management tasks as required for the C2030 programme and participate in programme activities and meetings.

## **General:**

- Contribute to the work of Scottish Land Commission and Cairngorms National Park Authority as a whole and ensure compliance with corporate and financial procedures;
- Contribute to the delivery of the SLC strategic plan and the delivery of the Cairngorms National Park Partnership Plan;

- Ensure all work is undertaken in coordination with other community empowerment activities in the Park;
- Ensure the contributions of partners, including the National Lottery Heritage Fund, are recognised;
- All post holders are required to be flexible with regards their job description so that the organisation can adapt to new opportunities and priorities over time.

**Engagement and Communications responsibilities:**

- Support effective relationships with stakeholders that help delivery and increase the impact of the Commission and Park Authority’s work;
- Work closely with the Park Authority’s Community and Rural Development Team to coordinate a cohesive programme of engagement and communication;
- Support a strong reputation and profile for the Commission and Park Authority, including representing them regularly with stakeholders and at public meetings and events;
- Seek opportunities to communicate and increase the profile of the Commission and Park Authority’s work, celebrating achievements.

**Governance and Business Systems Responsibilities:**

- Ensure that expenditure is planned and authorised in accordance with Commission policies, budget requirements and procurement principles;
- Contribute to good governance practices, accountability and compliance, including managing and reporting of operational risks;
- Put in place appropriate measures for evaluating the outcomes of work and take responsibility for gathering the information required to do this.

**Leadership and Professional Development responsibilities:**

- Take a proactive approach to own professional development;
- Support the professional development of colleagues by providing constructive feedback where appropriate;
- Support the development of the Commission by contributing actively to organisational planning processes;
- Contribute to and support organisational development through behaviours and ways of working that bring our organisational values to life;
- Seek and share opportunities to be creative and realise continuous improvement in our delivery and impact.

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications &amp; professional experience</b>	<ul style="list-style-type: none"> <li>• Professional experience in a relevant area.</li> <li>• Experience of providing practical advice, guidance and support to facilitate meaningful change.</li> <li>• Good understanding of the land ownership / management sector and</li> </ul>	<ul style="list-style-type: none"> <li>• Good understanding of the land ownership / management sector and of land management issues in the Cairngorms.</li> <li>• Experience in land management or land use planning.</li> <li>• Experience of providing and developing advice and</li> </ul>

	of land management issues.	guidance in a similar or complex environment.
<b>Community development</b>	<ul style="list-style-type: none"> <li>• Proven track record of delivering high-quality community engagement.</li> <li>• Good understanding of rural communities.</li> </ul>	<ul style="list-style-type: none"> <li>• Project management experience in one or more of the following areas: community development; rural development; community wealth building, community benefits.</li> </ul>
<b>Nature finance</b>	<ul style="list-style-type: none"> <li>• Awareness of nature finance and nature restoration.</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness and/or experience of nature finance mechanisms, motivations and outcomes.</li> </ul>
<b>Communications &amp; stakeholder engagement</b>	<ul style="list-style-type: none"> <li>• Ability to build relationships and engage constructively with a wide variety of stakeholders, including community organisations and landowning organisations.</li> <li>• Ability to influence and negotiate.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work with a wide range of different groups and broker communication amongst potentially conflicting motivations and views.</li> <li>• Ability to communicate in Gaelic.</li> </ul>
<b>Project management</b>	<ul style="list-style-type: none"> <li>• Strong project management skills and the proven ability to lead successful projects.</li> <li>• Experience in evaluating and monitoring programmes of activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in developing and writing business cases and in financial project planning.</li> <li>• Ability to share learning to influence policy and/or practice.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills – verbal, written and presentational.</li> <li>• Good IT skills including word processing and spreadsheets.</li> <li>• Full UK driving licence, however we are willing to consider any proposals that would allow you to do the job by other means.</li> </ul>	