

Raptor Conservation Officer, Conservation and Climate Change Directorate



Cairngorms
National Park Authority
Ùghdarras Pàirc Nàiseanta a'
Mhonaidh Ruaidh

(Fixed Term (for 3 years); full time (36 hours; Band D)

Purpose:

Raptor conservation is a priority for the Cairngorms National Park Authority and partners. Actions in the National Park Partnership Plan highlight a specific focus on raptor numbers and range occupancy and the commitment to deliver a Cairngorms Raptor Project in partnership with land managers and raptor study groups.

The Raptor Conservation Officer (RCO) is a new role that will be critical to the success of achieving healthy and productive raptor populations, with the complete suite of species across the Cairngorms National Park. The RCO will work closely with partners and stakeholders including Raptor Study Groups, RSPB and Estates, building a strong, evidence-based partnership approach to raptor conservation in the Park. Building trust, sharing knowledge, best practice and celebrating positive action will be key part of the role.

The RCO will be the main point of contact for raptor work in the Cairngorms National Park.

Through expert knowledge they will provide advice and support on raptor ecology, monitoring, habitat management and engagement with colleagues in the National Park Authority and with agencies, organisations, land managers and local communities.

Responsibilities:

Develop and deliver a strategic approach to raptor conservation

- Finalise an action plan and monitoring framework for conservation and restoration of raptor populations in the Park.
- Establish and chair a working group bringing together those working on and interested in raptors in the Park.
- Sharing knowledge and promoting best practice.
- Securing funding for the delivery of raptor conservation measures in the Park.
- Develop ideas to promote innovative projects with partner and stakeholder groups trialling new approaches to further integrate raptor conservation into land management objectives.

Share knowledge and provide advice

- Through expert knowledge and experience of raptor ecology, monitoring and management provide on the ground support and advice to landowners and managers.
- Provide a first point of contact for stakeholders (i.e estates, farmers, land managers, NatureScot, Raptor Study Groups, Police Scotland and communities) in the National Park on raptor related issues.

- Raise awareness and understanding of raptors in the Cairngorms National Park through developing and disseminating case studies and guidance to share accurate information about raptor ecology, status, monitoring and positive management opportunities.
- To provide advice on raptor related natural heritage matters to CNPA staff in particular protected sites, forestry management, recreation and moorland management.

Communication and engagement

- Develop a raptor communication and engagement programme for the Park.
- Build trust and positive relationships with stakeholders through liaison, open dialogue, listening and sharing information.
- Represent CNPA on Bird of Prey Crime PDG, Raptors and Forestry Joint Working Group; Satellite Tag Practitioners Group.
- Develop guidance in conjunction with landowners and land managers for the facilitation of raptor monitoring.

Data and monitoring information

- To ensure appropriate robust data and monitoring systems for raptors are in place across the Park to collate Park-wide information, ensure good coverage, identify and fill gaps.
- Liaise closely with Raptor Study Groups, Scottish Raptor Monitoring Scheme, landowners/managers and others that collect and hold data,
- Monitor, interpret and communicate CNPA golden eagle tag data.
- Ensuring appropriate data is freely available and accessible for use in the Cairngorms Nature Index, land management and conservation decision making.

Collaborative working

- Liaise closely with the project partners, and landscape initiatives such as East Cairngorms Moorland partnership and Cairngorms Connect.
- Work with communities, residents and interest groups in the Park to increase awareness of, and engagement with raptors, exploring the role of volunteering and citizen science.
- Support wildlife crime prevention organisations to help combat persecution, support existing initiatives and help improve them with new thinking where required, and provide liaison between land managers and government as required.

General:

- Represent the CNPA in appropriate raptor conservation and natural heritage matters at local and national level.
- To develop effective working relations at officer level with partner organisations and other interested parties, including Nature Scot and Scottish Government.
- Contribute to the work of the Nature & Climate Change Directorate and CNPA as a whole and ensuring compliance with financial procedures;
- Contribute to the delivery of the National Park Partnership Plan;
- To conduct other work, as necessary; and
- 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.

Person specification: knowledge, experience and training:

ESSENTIAL

- Credible and experienced raptor worker, with excellent knowledge of UK raptors.
- Excellent interpersonal skills and ability to work constructively with and develop and maintain positive working relationships with a wide range of partners and stakeholders.
- Demonstrable knowledge and experience of working with estates, land managers, raptor study groups and fieldworkers in organising and undertaking raptor monitoring.
- Experience of collating and managing robust data, information and knowledge.
- Good understanding of upland ecology and land management specifically in Scotland.
- Ability to deliver positive outcomes from situations of potential conflict.
- Excellent communication skills with experience of working with stakeholders in the sector.
- Experience of designing, managing and delivering projects and budgets from conception through to completion.
- Recognised qualification to at least degree level or equivalent in an appropriate ecological discipline.
- Able to demonstrate positive and effective team working.
- Computer literate and IT literate - able to use Microsoft Word, Excel, Power-point and Outlook.
- Full UK driving licence or access to a driver if disability prevents driving.
- Permission to work in the UK

DESIRABLE

- Experience of working on raptors and with land managers in the Cairngorms National Park.
- Experience of working on science and evidence lead projects.
- Good appreciation of public, private and community based interests within the Cairngorms National Park.
- Knowledge of schedule 1 licence requirements and protective legislation for raptors.
- Experience of designing and running workshops and training events.
- Experience in procuring and in interrogating ecological information associated with GIS and other information systems.

Sarah Henshall
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