

Scottish Wildlife Trust

Job Description



Title	North East Community Coordination & Outreach Officer <i>Saving Scotland's Red Squirrels – Transforming Nature Project</i>
Part-time or Full-time	Full time (35 hours/week); Fixed-term until 31 March 2026
Based	Inverdee House, Torry, Aberdeen, with anticipated flexible working throughout the region
Dept/Region	Conservation
Line Manager	<i>Saving Scotland's Red Squirrels North East Eradication Scientific Lead</i>

Our Mission

For over 50 years, the Scottish Wildlife Trust has worked with its members, partners and supporters in pursuit of its vision of healthy, resilient ecosystems across Scotland's land and seas. We are proud to have the support of over 42,000 members, 1,000 volunteers and 23 local (volunteer led) groups.

The Trust successfully champions the cause of wildlife through policy and campaigning work, demonstrates best practice through practical conservation and innovative partnerships, and inspires people to take positive action through its education and engagement activities. The Trust manages a network of 120 wildlife reserves across Scotland and is a member of the UK-wide Wildlife Trusts movement.

Our Values

- We are pioneers
- We are always learning
- We act with integrity
- We are evidence-based
- We are impact focused
- We are collaborative

Saving Scotland's Red Squirrels - Transition

Saving Scotland's Red Squirrels (SSRS) is a project to deliver the essential protection measures required to secure the long-term future of red squirrels in Scotland and to ensure that systems are put in place to continue the delivery of these measures over the long term by working with other agencies with a stake in native species conservation and invasive non-native species management.

SSRS focuses upon one of our most charismatic and well-loved mammals – the red squirrel (*Sciurus vulgaris*). Once widespread, red squirrels have undergone a catastrophic population decline primarily due to competition from the non-native invasive, American grey squirrel (*Sciurus carolinensis*). There is now only c.160,000 red squirrels remaining in the UK of which 120,000 occur in Scotland – 75% of the remaining UK red squirrel population. Saving Scotland's Red Squirrels (SSRS) was formed to reverse this decline and create the conditions for this mammal to thrive in future.

Saving Scotland's Red Squirrels

North East Community Coordination & Outreach Officer

Overall Purpose of the Role

The NE Community Outreach Officer will contribute to the implementation of a programme of targeted grey squirrel monitoring and control aimed at eradication of grey squirrels in Aberdeen, in accordance with the Saving Scotland's Red Squirrels project plan.

Primary responsibilities include working alongside the ESL to develop and coordinate the team's new feeder box loan scheme, recruiting and supporting volunteers and landowners to conduct rapid response monitoring, supporting the expansion and delivery of the team's strategic trap loan and monitoring schemes, and raising public awareness and support of the Aberdeen eradication project in the local community.

Main Tasks

Community Outreach

1. Work closely with the Eradication Scientific Lead and Eradication Officers to agree priorities and create detailed work plans with spatial data analysis to expand and improve the householder trap loan and monitoring schemes, particularly in Aberdeen City, as well as wider volunteer recruitment, community network support, and communications.
2. Work closely with the SSRS Communications Officer and NE SSRS team to provide digital communication and publicity specific to Aberdeen City eradication efforts, volunteer recruitment, and community engagement, raising public awareness of, and involvement in, grey squirrel control for red squirrel conservation, especially through the promotion of the project's trap-loan and monitoring schemes.
3. Work with colleagues to deliver a strategic programme of training events, talks, and other efforts to promote active community understanding and participation in eradicating grey squirrels from Aberdeen, recruit new volunteers to the project, and train volunteers and external partners in monitoring and detection methods to institutionalise expertise for post-eradication monitoring.
4. Update existing branding and communications around the householder trap loan and monitoring schemes to reflect improvements and specificity of the Northeast Team's schemes.
5. Encourage interest in local red squirrel conservation with relevant local communities and encourage recording and reporting of squirrel sightings and use of the Community Hub.

Volunteer Management & Support

6. Recruit, train, and support volunteer householders to host squirrel feeders and traps in their gardens. This will include identifying opportunities to engage difficult-to-reach people and new audiences in target monitoring areas of Aberdeen City.
7. Support volunteers to carry out fortnightly and biannual rapid response monitoring surveys, ensuring they have the equipment and consumables required to carry out their surveys and providing practical support where required, including the temporary cover of surveys when they are unable.
8. Coordinate collection and processing of volunteer samples, data, and records. This will include collecting rapid response monitoring samples and data sheets from Aberdeen City collection points and liaising directly with trap loan and monitoring scheme householders to ensure all data and samples are collected and processed swiftly.
9. Work in accordance with risk assessments for all outdoor work and comply with SWT's lone working policy for personal and third-party safety, in particular regards to door-knocking, surveying, and working outside of normal office hours.
10. Support the training of any new staff hires along with the Eradication Scientific Lead and Eradication Officers.

Monitoring, Trapping & Reporting

11. Analyse monitoring samples to identify and record red squirrel, grey squirrel or pine marten detections and share results with volunteers and North East SSRS team members to coordinate grey squirrel control efforts.
12. Collect and maintain high-quality, accurate records of monitoring and surveying efforts to agreed SSRS project standards and submit accurate records and timesheets monthly, including records of householder and volunteer participation and trapping records.
13. Where necessary, support the Student Monitoring Officer with the annual surveys.
14. Carry out grey squirrel control in accordance with SSRS project's Standard Operating Procedures alongside and in support of NE Eradication Officers, occasionally on weekends and evenings outside of normal office hours

Key Contacts

- SSRS Project staff, namely SSRS North East Eradication Scientific Lead and Eradication Officers, SSRS Communications Officer, SSRS Programme Manager, SSRS Data Officer
- SSRS volunteers, landowners/managers, community councils and local community interest groups, volunteers and individuals.
- SSRS partners and stakeholders such as RZSS WildGenes Lab, Forestry and Land Scotland, Aberdeen City Council

Qualifications, Experience (essential/desirable)

Essential Qualifications (or matched experience):

- Relevant degree or at least 2 years' equivalent experience

Essential Experience:

- Track-record of recruiting, motivating, training, and managing urban community-based volunteers (groups and individuals) to undertake active conservation work.
- Experience of the administration of long-term volunteers to ensure ongoing support.
- Experience organising and running successful engagement and training events for volunteers.
- Experience of engaging the wider public in conservation issues.
- Communicating through a range of media, including websites, social media, radio and television.

Desirable Experience:

- Knowledge of the Aberdeen City and/or Aberdeenshire area
- Experience of working with homeowners, landowners, gamekeepers, and other countryside workers.
- Good understanding of conservation principles, practices and legislation.
- Good understanding of eradication principles and invasive non-native species management.
- Experience of standardised surveys and understanding of scientific method.

Key competencies	Essential	Desirable
Technology and knowledge (IT)	Competent with common IT packages (e.g. Microsoft Office: Excel, Word, Teams).	Experience using online reporting platforms to record data. High awareness and knowledge of Data Protection

Organisation and planning	Excellent organisation and reporting skills	Ability to self-manage busy workload
Communication (writing/spoken)	Excellent communication and interpersonal skills (both written and verbal) Ability to communicate with and inspire diverse audiences	Ability to deal effectively with controversial or sensitive issues
Teamwork	Energetic and enthusiastic team member Motivation to work on own initiative	
Commitment to organisational culture, values and vision	Willing to learn new skills and operating methods	A strong personal commitment to wildlife conservation and INNS control.

Additional Requirements	Essential	Desirable	Not applicable
Right to work in the UK	X		
Full Driving Licence	X		
Willingness to work occasional evenings or weekends	X		
Protection of Vulnerable Groups membership		X	
First Aid Certificate		X	

Author	Nicole Still	Position	SSRS Programme Manager	Date	May 2024
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Saving Scotland's Red Squirrels is a partnership project led by the Scottish Wildlife Trust and supported by project partners and by the Scottish Government's Nature Restoration Fund, managed by NatureScot.