A white and green bird with green text

Description automatically generated

**Post Details**

**Post Title**: Senior Scientist AgroEcology, GWCT Scotland

**Type of appointment**: From August 2024, permanent

**Reporting to:**  Head of Research Scotland

**Location**: Auchnerran Farm, Logie Coldstone, Aboyne (preferred) or Scottish Head Quarters at Hopetoun House, South Queensferry, Edinburgh.

**Hours of work**: Full time (37.5 hours per week). Flexible work pattern or part-time role negotiable.

**Salary**: Pending experience £38,000 - £43,000

**Closing date**: 25 March 2024

**Interview date**: w/b 8th of April 2024

We welcome applications from candidates with a PhD in agroecology, grassland ecology, soil ecology, agronomy, agriculture, or related discipline. Candidates should have a minimum of three years of post-doctoral experience, a track record of peer reviewed publications and demonstrable success in external grant capture as well as field and management (including budgetary) skills. The successful candidate will raise external funding to ensure continuity and expansion of the Scottish Farmland Ecology / AgroEcology team with research in regenerative farming, soil and soil carbon, invertebrates and other farmland biodiversity including pollinators, grassland management, and livestock production & management. An understanding of and a vision for arable and pastural farming systems and the agricultural policy landscape and changes to rural payment systems in Scotland is highly desirable.

If you have a relevant PhD, but not quite the senior (postdoctoral) experience we are looking for, we will consider your application for an appointment at Researcher level (rather than at Senior level) and salary will be adjusted accordingly to a range of £33,000-£38,000 (pending experience).

Please send cover letter and CV to Dr Louise de Raad, Head of Research Scotland. Email: [lderaad@gwct.org.uk](mailto:lderaad@gwct.org.uk)

**Job Purpose**

To lead, develop and manage research and knowledge exchange activity and projects within an AgroEcology research programme, focussed on regenerative farming and livestock management. The research aims to improve understanding of the trade-offs between production, mitigation and conservation in livestock-based and arable systems, and to identify innovative mechanisms for whole system function and holistic management.

**Partnerships**

The successful applicant will be expected to work with key partners and stakeholders which include:

* Laurence Gould, Roots for Nature, and other farm advisors
* Farmers
* NFU, Pasture for Life, Soil Association, and other farming focused organisations
* JHI, SRUC and Universities
* Pepsico FAB project partners including Balgonie Estates Ltd, Pepsico, Kingdom Farming, Kings Crop.

**Our vision**

To be a research and demonstration farm achieving an industry-leading standard of replicable and quantifiable improvement in livestock and arable farming systems through whole system function of regenerative farming, aiming to influence wider environmental and farming policy.

**Who will you be working with?**

|  |  |
| --- | --- |
|  | The GWSDF & Lowland Research Team  Louise de Raad (Director GWSDF)  Max Wright (Research Assistant at Auchnerran Farm)  Dyfan Jenkins (Livestock Manager)  Max Wright (GWSDF Research Assistant)  Alastair Green (Research Assistant in Pepsico FAB project)  Placement Students  Staff who have responsibility for activities which also interact with the GWSDF, including Ross Maclead (Head of Policy), Rory Kennedy (Director Scotland), Andrew Hoodless (Director Research), Chloe Forbes (Head of Development Scotland) and James Swyer (Head of Membership and Marketing).  Key partners as outlined above |
|  |  |

**Key Accountabilities and Responsibilities**

* Research and Innovation & Research Development
* Project management
* Supervision and Line Management
* Knowledge Exchange, Promotion and Networking

|  |  |
| --- | --- |
| **Research and Innovation & Research Development** | |
| 1 | Undertake and lead research on specified projects. This includes working with and leading others in the project research team for the project(s) to achieve specified goals and outcomes. |
| 2 | Lead on data analyses and generate research outputs that establish national reputation. |
| 3 | Develop collaborations and partnerships with other organisations and institutions in relation to research project development and knowledge transfer activity. |
| 4 | Develop collaborations and partnerships with potential project funders, including Research Councils and Universities, public sector organisations and private sector bodies. |
| 5 | Lead on the development of project grant proposals to maximise income generation. |
| 6 | Develop relevant and robust field work protocols to monitor soil & invertebrates, carbon, pollinators, and measure impact of regenerative farming practices, grassland management and livestock production. |
|  |  |
| **Project management** | |
| 7 | Organise and manage the required administration of specified research projects. |
| 8 | Prepare research update papers and project proposals for consideration by the bi-annual Scottish Research and Development Committee |
| 9 | Assist the Head of Research Scotland prepare the annual budget for Scottish Lowland Research cost centre. |
| 10 | Ensure accurate budget monitoring in terms of staff time allocation and spend, providing information on project finance to the Head of Research Scotland as requested, and produce effective verbal and written communications relating to projects for financial management purposes. |
|  | |
| **Supervision and Line Management** | |
| 11 | Line management of Research Assistant and any temporary Research Assistant staff. |
| 12 | Develop undergraduate, postgraduate and PhD student research opportunities to contribute to the growth of the Scottish Lowland / AgroEcology research team. |
| 13 | Ensuring all fieldwork related to the core monitoring field programme is conducted to a satisfactory standard and help with the field work programme where necessary. |
| 14 | Develop specific projects for community and member engagement |
|  | |
| **Knowledge Exchange, Promotion and Networking** | |
| 15 | Report on research and monitoring activities to funders, either directly or indirectly or assisting the Head of Research Scotland do the same. |
| 16 | Develop strong working relationships with relevant Heads of Project within GWCT to facilitate cross-department collaborations (e.g., with the Allerton Project, Farmland Ecology and Biometrics Department). |
| 17 | Contribute to outreach by writing articles and blogs, helping to maintain the GWCT website, and attending events such as the Scottish Game Fair. |
| 18 | Lead on publications in peer-reviewed journals, stakeholder reports and general GWCT publications including the annual Auchnerran Report and Annual Review. |
| 19 | Lead and support knowledge exchange activities, commensurate with specified projects. These may include the organisation of seminars, workshops, conferences, and other similar events. |
| 20 | Where appropriate in the context of specified projects, support the delivery of training packages and modules to stakeholders, GWCT staff and student. |

**Person Specification**

We believe in recruiting exceptional people and creating the role that allows them to do incredible things. We are committed to having a genuinely diverse team drawn from across the globe, with a wide range of lived and learnt experiences.

We are looking for an individual with a passion for farming and wildlife conservation and for achieving real impact. Do you have a love for the Scottish countryside, and a commitment to its ecological restoration? You might have skills in some of the following areas but whatever your skill set, we’d love to hear from you if you think you can make a real difference with the Game and Wildlife Conservation Trust Scotland, where we’re fortunate to work.

***Specific Skills, Experience, Knowledge***

|  |  |  |
| --- | --- | --- |
| 1 | Experience of leading, organising and undertaking research, including preparing research proposals, working on research projects, and meeting research project deliverables on time. | Essential |
| 2 | Experience of leading and managing research teams. | Essential |
| 3 | Ability to undertake specific research activities commensurate with the research subject area of the job, for example literature searches, preparing and organising questionnaire / interview surveys, laboratory techniques and data analyses. | Essential |
| 4 | Knowledge and experience of leading and preparing research proposals and monitoring outcomes. | Essential |
| 5 | Excellent organisational skills including the ability to manage a diverse and busy workload, plan effectively, prioritise and work to deadlines on own initiative. | Essential |
| 6 | Good analytical skills and judgement with the ability to analyse and resolve problems, identifying practical solutions | Essential |
| 7 | A high level of accuracy and attention to detail. | Essential |
| 8 | Excellent IT skills and ability to perform a high level of statistical data analyses and modelling in relevant software including ArcGIS Pro and R. | Essential |
| 9 | Specialist technical / research area, with notable research record through publications. | Essential |
| 10 | Experience of research supervision and line management | Essential |
| 11 | Understanding of arable and pastural farming systems and the agricultural policy landscape and changes to rural payment systems in Scotland | Desirable |

***Personal Qualities***

|  |  |  |
| --- | --- | --- |
| 1 | Ability to communicate clearly, concisely and with appropriate tone, both verbally and in writing. Have the confidence to present to large groups. | Essential |
| 2 | Ability to work well within a team, including the ability to provide support and motivation to team members. | Essential |
| 3 | Ability to work well with minimum supervision, with flexibility, a positive and proactive approach to change and a willingness to get involved in all aspects of research development. | Essential |
| 5 | Ability to establish credibility quickly and build effective working relationships within a research environment both with stakeholders and partner organisations. | Essential |
| 6 | Ability to work well under pressure, meet deadlines and give particular attention to detail and accuracy. | Essential |

***Qualifications***

|  |  |  |
| --- | --- | --- |
| 1 | Good first degree in a relevant subject area | Essential |
| 2 | Relevant postgraduate qualification (PhD) in an appropriate discipline combined with relevant work experience. | Essential |
| 3 | Ability to work well under pressure, meet deadlines and give particular attention to detail and accuracy. | Essential |

***Other***

|  |  |  |
| --- | --- | --- |
| 1 | Willingness and ability to undertake and/or continue professional development in a relevant discipline | Essential |
| 2 | Adhere to relevant health and safety practices, including those relating to lone field working (or where necessary develop or update relevant risk assessments and H&S protocols). | Essential |
| 3 | Valid UK driving license and access to a vehicle to be able to get to remote field sites. | Essential |