

JOB TITLE: CONSERVATION SCIENTIST (TEMPORARY COVER)

REPORTS TO: SCIENCE MANAGER

Background

The Endangered Landscapes & Seascapes Programme (ELSP) aims to restore natural ecological processes, species populations and habitats across Europe's degraded landscapes. It will achieve this by developing and funding a portfolio of large-scale multi-million-pound landscape restoration projects that combine research, practice, and policy change. The ELSP will create landscapes that are enriched with biodiversity, and establish resilient, more self-sustaining ecosystems that benefit both nature and people, thus providing inspiration for a fundamental shift in the policy and practice of nature conservation. These ambitions are possible thanks to the to the generosity of Arcadia, the charitable fund of Lisbet Rausing and Peter Baldwin.

The ELSP is managed by the Cambridge Conservation Initiative (CCI), a unique partnership between leaders in biodiversity conservation research, education, policy, and practice. The partnership consists of ten internationally renowned Cambridge-based conservation organisations (BirdLife International, British Trust for Ornithology, Cambridge Conservation Forum, Fauna & Flora, International Union for the Conservation of Nature, RSPB, Traffic International, Tropical Biological Association, the United Nations Environment - World Conservation Monitoring Centre and the Wildlife Conservation Society) and the University of Cambridge. CCI aims to transform international biodiversity conservation by integrating those engaged in creating and delivering conservation policy and action with those carrying out research and teaching. The ELSP Management Team are based in the Executive Director's Office of CCI, in the David Attenborough Building in central Cambridge.

This is an exciting time to join the programme. Projects in the first tranche of funding are coming to an end, providing an opportunity to support the assessment and dissemination of their results so far. In addition, the programme's portfolio will be expanding significantly in 2025, as a new tranche of seascape and landscape projects will be getting underway.

The role

The Conservation Scientist (Temporary cover) will work with the ELSP Science Manager, ELSP Monitoring Coordinator and other members of the ELSP Management Team to ensure that the Programme and the landscape and seascape restoration projects that it funds have a sound scientific basis. The role holder will work especially with the ELSP Science Manager, staff working across ELSP-funded projects, and staff from CCI partners to ensure ELSP-funded projects are effectively generating and sharing new knowledge and understanding of how to carry out land- and seascape restoration. The role will have a focus on working with projects to develop and implement robust and appropriate monitoring plans to effectively measure their progress, as well as maximising the impact of their outputs on ecosystem restoration policy and practice.

Main responsibilities

Support new ELSP Restoration Landscape and Seascape projects to develop effective monitoring plans:

- Work with newly funded project to select a set of appropriate indicators to measure progress towards project outcomes.
- Support projects to use the ELSP Monitoring Plan to identify indicators that assess change across ecological, ecosystem service and socio-economic aspects of landscape restoration.
- Where needed, provide advice on the development of suitable methodologies and sampling designs to collect data to inform each indicator. Methodologies may involve field surveys, innovative technologies such as eDNA or remote sensing, social and economic surveys and sampling designs, as well as considerations of data collection, analysis and reporting.

Support existing ELSP Restoration Landscape and Seascape Projects to collect, report and make use of monitoring data:

- Ensure that data is being collected and reported as planned, based on projects' annual reporting systems and additional communication with science staff.
- If required, support projects to adapt monitoring methodologies in response to changing circumstances or new learnings.
- Work with projects to ensure their results are analysed robustly and presented effectively.

Work with the other members of the ELSP Science Team to maximise the learning generated and shared across the ELSP and wider restoration community:

- Work with ELSP-funded projects to prepare their monitoring approaches and data to be shared on the programme website's Monitoring Impact Hub.
- Collate and format monitoring data from Restoration Grants for publication on the Hub. This may include data manipulation, analysis and visualisation of figures and graphs in R.
- Organise science webinars and workshops on areas of interest within land- and seascape restoration for the ELSP community and beyond.
- Work with ELSP-funded projects to ensure their findings are effectively communicated and disseminated to a range of relevant external audiences, including practitioners, policy-makers and

scientists. Support projects to ensure the content and format of their outputs are appropriate to maximise the impact of the work carried out across the programme.

- Produce news stories for the ELSP website and external channels describing the scientific work and results coming out of the programme.
- Identify experts or organisational experience within Cambridge Conservation Initiative that can support ELSP Restoration Landscapes with advice or training.

Work with the Science Manager to support ELSP Restoration Landscape and Seascape projects to generate new learning by testing restoration actions:

- Help projects to identify suitable actions where new evidence could usefully be generated.
- Advise projects on experimental design, so that they can 'learn through doing'. This includes consideration of controls, replication and randomisation, as well as data collection and analysis.
- Continue to support projects as they implement their experiments and collect data, adapting to changing circumstances or new learnings.
- Ensure findings are written up to a high scientific standard and shared with the wider restoration community.

Work with the wider ELSP Management Team to ensure smooth running of the programme.

- Work with other members of the team to organise ELSP-related meetings.
- Represent the programme at internal and external events and meetings.
- Deal with a range of science-related queries from ELSP projects and partners.

The person

The ideal candidate should have the following qualities, skills, and attributes. You are asked to provide a CV and a covering letter demonstrating how your own experience meets these requirements:

- Postgraduate qualification in natural or social science (Masters or PhD) or equivalent experience.
- Good knowledge of the international biodiversity conservation sector.
- Experience of design and implementation of field-based monitoring plans for conservation or restoration projects.
- Experience of designing and implementing monitoring indicators to measure change in at least one of the following aspects of conservation or restoration projects: social, economic, ecosystem services or marine ecosystems
- Good understanding of designing ecological and/or social surveys, including considerations of sampling
- Experience of collecting, handling, and presenting scientific data.
- Good writing and editing skills for communicating scientific methods and results to a range of audiences.

- Good grasp of different approaches for analysing monitoring data, including use of R to carry out analysis and visualise results
- Track record of writing up scientific results for reports and/or peer-reviewed publications.
- Highly organised and efficient, with the ability to work independently and good attention to detail.
- Able to work under pressure and meet deadlines without compromising on quality.
- Ability to work collaboratively with a range of partner organisations as well as part of a team.
- Fluent in English.

Benefits

This is a full-time position working 37 hours per week. Requests to work 0.8 FTE will also be considered. There will be a six-month probationary period. Holiday entitlement is 33 days per annum plus eight days of public holidays pro rata. The full-time equivalent salary will be in the range of £33,966 - £44,263 per annum. This is a fixed-term temporary cover post for one year, or until the return of the post holder, whichever is earlier.

The full incremental salary range for the position is advertised in order to demonstrate the progression for the Grade. In the majority of cases appointments will be made at the Grade minimum; only in very specific exceptional circumstances can a higher salary be offered.

The University of Cambridge comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous Colleges. It is one of the world's oldest and most successful universities, with an outstanding reputation for academic achievement and research.

With excellent benefits, extensive learning opportunities and a stimulating and attractive environment, the University of Cambridge is a great place to work. Our employees are eligible for a wide range of competitive benefits and services. We give them access to numerous discounts on shopping, health care, financial services and public transport. We also offer final salary pensions and tax-efficient bicycle and car lease schemes.

We have two nurseries and a holiday play scheme to help support those with childcare responsibilities and we offer various types of family-friendly leave to aid employees' work-life balance. In addition we operate a number of initiatives to promote career development, health and well-being.

Further details can be found at www.admin.cam.ac.uk/offices/hr/staff/benefits. There is also a range of information about living and working in Cambridge at www.jobs.cam.ac.uk.

Application arrangements

To submit an application for this vacancy, please search for this position on the University's Job Opportunities website at www.jobs.cam.ac.uk and click on the "Apply online" button at the bottom of the relevant job description. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

The closing date for applications is 31 October 2024. We anticipate that interviews will be held on Wednesday 6 November or Thursday 7 November 2024.

Applicants are required to provide details of two referees. These will not be contacted unless the applicant is shortlisted.

Equality of opportunity at the University

The University of Cambridge is committed to a proactive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture and values diversity. Entry into employment with the University is determined by personal merit and by the application of criteria required for the post. No applicant for an appointment or member of staff will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

The University has various diversity networks which help it to progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network.

Information if you have a disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at www.hr.admin.cam.ac.uk/policies-procedures/disabled-applicants-and-members-staff/support-services-available-within.

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time. If you prefer to discuss any special arrangements connected with a disability, please contact hr@jbs.cam.ac.uk.