

AFFRIC HIGHLANDS GIS AND DATA OFFICER

Reporting to:	Executive Director
Has reporting:	N/A
Starting Salary:	£28.568 – £32.508
Duration:	2 years
Location:	Great Glen House/Hybrid

Rewilding Affric Highlands (RAH) – An Ambitious Rewilding Initiative

Affric Highlands mission is to make Scotland a wilder place and create a rewilding landscape with a long-term difference in the Scottish Highlands, an epic landscape situated around Glen Affric. Rewilding here means to support natural regeneration and, where necessary, include replanting of native trees. This will transform the landscape into a mosaic of thriving woodlands with areas of peatlands and heathlands in between.

Degraded peatlands are rewetted to serve as carbon sinks and provide wetland habitats. Across the landscape, this will boost biodiversity and reconnect fragmented habitats which will allow many other species to return.

The initiative is based on creating a unique partnership of communities, businesses, private landowners, and nature conservation interests across a large Highland landscape. The initiative's aim is to restore nature at an ambitious landscape scale across ownership boundaries and catalyse the creation of more sustainable, nature-based livelihoods in the local communities. Over a thirty-year timeframe, we believe this partnership can deliver transformative change for the natural environment, local economy, and community wellbeing.

The GIS officer will be a key member across both Affric Highlands and Trees for Life, helping the various teams to collect, analyse, manage, and display a plethora of data types, which will showcase what Rewilding looks like in the Scottish context.

Rewilding Affric Highlands is standalone charity, founded by Rewilding Europe and Trees for Life. Affric Highlands is one of the ten Rewilding Europe landscapes, and all three organisations work in close collaboration.

Trees for Life – Context

The Trees for Life (TfL) vision is of a revitalised wild forest in the Scottish Highlands, providing space for wildlife to flourish and communities to thrive. The Trees for Life mission is to rewild the Scottish Highlands by enabling the restoration of the globally unique Caledonian Forest which once covered much of Scotland. Integral to their success is

the involvement of people.

Rewilding Europe — Context

The Rewilding Europe mission is to demonstrate the benefits of wilder nature through the rewilding of diverse European landscapes, and to inspire and enable others to engage in rewilding by providing tools and practical expertise.

Overall Purpose of the Job

Trees for Life and Affric Highlands have collated a large amount of geographical data across several teams and many years, by staff members with different levels of expertise. Staff are currently using a mixture of QGIS and ArcGIS and geographical data is collected and held without the necessary planning, structure, and background information. Going forward, the Affric Highland team will collect an ever-increasing amount of baseline data as well long-term monitoring data.

The purpose of the role is to develop sound data collection, structure and storage systems and provide guidance to staff on how to use these. The role also entails providing technical support and coaching to staff on how to use GIS and taking on some of the GIS workload.

For one project, we are in the process of creating a cloud-based Postgres database which will feed into GIS, so previous experience with relational databases and PostGIS is required.

Scope of Works

Key responsibilities

- Work with the teams to understand the nature and purpose of the information required and develop systems to collect this data in the field on mobile apps (e.g. QField, Field Maps, Survey i23)
- GIS support and training for team members with different levels of expertise.
- Data analysis in collaboration with Rewilding Europe and Trees for Life.
- Creation of map templates for different purposes to ensure consistency.
- Development and use of Story Maps and/or Dashboard to support the Communications Officer.
- Close liaison with Rewilding Europe to ensure that data is compatible with existing systems within Rewilding Europe ArcGIS platform.
- Create and maintain the structures and nomenclature necessary for GIS data collection, storage, and presentation.
- Assess and prioritise the needs of different teams in collaboration with the AH Executive Director.
- Check, store, analyse and present geographical and spatial information.
- Insure consistency in data collection and data storage across all teams within Trees for Life and the Affric Highlands team.
- Undertake desk-based data capture (e.g. digitising paper maps to GIS datasets)

Person Specification

The post holder will have practical experience of using GIS software, database management, and developing/managing data sharing systems.

Knowledge and Experience

- Experience of working with relational database systems (e.g. Oracle, Postgres) and writing SQL scripts.
- Working with QGIS, QField and associated plugins.
- Using PostGIS to connect QGIS with PostGres database.
- Working with ArcGIS Pro, ArcGIS online and associated products (Field Maps, etc).
- Analysis of ecological data, data management and sharing systems.
- Experience of managing a database and structuring complex datasets.

Skills & Competencies

- A great team player with the ability to lead others.
- Honest, friendly, and easy to talk to.
- A good communicator and teacher, listening skills.
- Interest in nature restoration and environmental issues.
- Able to work with a level of uncertainty and changing requirements.
- Highly competent in the use of GIS software and data management.
- The ability to solve complex problems.
- Organised, structured, and solution focused.
- Ability to build and maintain databases and make it accessible for less technically skilled users.
- Highly competent using Microsoft Word, Excel and PowerPoint.
- This post may require occasional weekend and evening working.
- Full UK driving license, travel to remote locations will be necessary.

Working conditions

This role will be largely office based with occasional fieldwork.

- Be able to work in open office environment/hot desk.
- Be flexible to business needs - occasional out of hours working.
- Working between different locations and occasionally remote areas.

We offer:

- Office-space in Inverness with great amenities including bike shed, showers, gym, drying room, and scenic walks in the surrounding area.
- Flexible working conditions and a generous holiday allowance.
- Challenging and fulfilling work.
- A great learning environment.
- Friendly and highly professional working atmosphere in an international context.
- Access to pool vehicles when needed.
- A personal training and development budget.
- Varying tasks and independent work style.
- The opportunity to make a difference

We invite those interested in this position to submit the two forms mentioned in the description until **Sunday the 16th of February** people@affrichighlands.org. The interviews will take place in Inverness on Thursday the 20th of February.