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| **Title** | **Grey Squirrel Officer – Teviot and Rule**  ***Saving Scotland’s Red Squirrels – Developing Community Action*** |
| **Part-time or Full-time** | **Full-time** |
| **Based** | Home-based. Location flexible within the Selkirk-Hawick-Bonchester Bridge-Jedburgh area. |
| **Dept/Region** | Conservation |
| **Line Manager** | *Saving Scotland’s Red Squirrels- Developing Community Action (SSRS-DCA)* Conservation Officer South East |

**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 be 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

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| Saving Scotland’s Red Squirrels – Developing Community Action Project  *Saving Scotland’s Red Squirrels - Developing Community Action* (SSRS-DCA) is a project to secure the long-term future of red squirrels in Scotland by building capacity among communities of volunteers and land managers, empowering them to take on and take ownership of some of the essential protection measures required to save the nation’s red squirrels.  SSRS-DCA 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 was formed to reverse this decline and create the conditions for this mammal to thrive in future. |

***Saving Scotland’s Red Squirrels***

**Grey Squirrel Officer – Teviot and Rule Valleys area, Scottish Borders**

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| **Overall Purpose of the Role**  To contribute to a programme of targeted grey squirrel control to protect key populations of Scotland’s red squirrels, in accordance with the *Saving Scotland’s Red Squirrels – Developing Community Action* (SSRS-DCA) project plan.  Assist in the recruitment, training and support of landowners and volunteers in work to protect red squirrels in priority landscapes in South East Scotland from replacement by grey squirrels and from Squirrelpox disease.  Carry out grey squirrel control mainly in the SSRS Priority Area for Red squirrel Conservation (PARC) of Teviot and Rule in co-ordination with the other permanent Grey Squirrel Officer and Seasonal Grey Squirrel Officer, dividing the work across the PARC to ensure full coverage. This includes a significant remit to provide grey squirrel control and survey training to local volunteers and Red Squirrel Networks. |

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| **Main Tasks**  **Grey Squirrel Control**   1. Carry out grey squirrel control in agreed areas where land managers or volunteers are not yet willing / able to participate, to ensure coverage of the “at-risk” areas. 2. Support and encourage land managers and other groups in their red squirrel conservation efforts, building contact networks throughout the geographical patch, gaining access permissions, and encouraging standardised information recording and regular information sharing. 3. Keep records of trapping effort, location and results in Excel to agreed SSRS-DCA project standards and submit accurate records and timesheets monthly to the SSRS-DCA Conservation Officer South East. 4. Assist in the recruitment of landowners/ managers in critical gaps in the networks to access Forestry Grant Scheme funding contracts for grey squirrel control to benefit red squirrels, including site visits to estates to advise on number and placement of traps. 5. Liaise with SSRS Seasonal Grey Squirrel Officers working on the National Forest Estate to maintain effective grey squirrel control networks in the PARCs. 6. Promote the understanding of Squirrelpox virus and other diseases in red squirrels to local communities and assist in the management of Squirrelpox disease outbreaks in red squirrels. 7. Maintain risk assessments for all outdoor work, and comply with SWT’s lone working policy for personal and third-party safety.   **Working with Volunteers**   1. Help to increase the participation in the SSRS and volunteer network trap loan schemes in which private householders and landowners carry out grey squirrel control on their own land 2. Provide training under the trap-loan scheme as per the SSRS-DCA project’s standard operating procedures, and train new grey squirrel volunteers to use the SSRS Hub for entry of their trapping records. 3. Work with and train volunteers in Volunteer Red Squirrel Networks to support and improve their grey squirrel control activities. 4. Identify and train new volunteers to take on the roles of Local Dispatcher and Volunteer Grey Squirrel Officers capable of working to SSRS standards on privately- or publicly-held land. 5. Where required, assist Conservation Officers in delivering SSRS approved grey squirrel control training workshops for landowners and volunteers.   **Survey and Monitoring**   1. Utilise monitoring boxes and/or remote capture sensors (Mink Police) as needed to achieve greater trapping efficiency. 2. Where necessary, assist the SSRS-DCA Conservation Officer South East with the annual Spring presence/absence feeder-box surveys. 3. Record sightings of red and grey squirrels in the area via the SSRS-DCA online squirrel reporting page. |

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| **Key Contacts** |
| * SSRS-DCA Conservation Officer South East Scotland, SSRS-DCA Community Engagement Officer South East Scotland, SSRS-DCA Grey Squirrel Officers South East Scotland * Landowners / managers, local community red squirrel protection networks, volunteers and individuals |

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| **Qualifications, Experience (essential/desirable)** |
| *Essential Qualifications (or matched experience):*   * SVQ/NVQ level 2 or equivalent qualification in Game and Wildlife Management or related discipline or relevant experience of game keeping or invasive/non-native mammal control. * Good understanding of conservation principles, practices and legislation.   *Essential Experience:*   * Minimum two years previous experience in practical wildlife management, gamekeeping or relevant field. * Proven experience of keeping accurate and comprehensive records in Excel. * Experience of working successfully with landowners and members of the public. * Experience in training or supervising the work of volunteers and other members of staff.   *Essential Competencies / Qualities*   * Current air-weapon licence (if using air weapon for dispatch). * Control operations must comply with best practice and legislation and the SSRS-DCA Standard Operating Procedures for Grey Squirrel Control. * Willingness to learn new operating methods and attend training as required. * A love of outdoor working and ability to work alone in woodland sites safely and discreetly.   *Desirable Experience/ Knowledge:*   * Understanding of working in a strategic manner to deliver efficient animal population control. * Familiarity with the Scottish Borders. * A knowledge of forest and native tree species. |

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| **Key competencies** | **Essential** | **Desirable** |
| Technology and knowledge (IT) | A working knowledge of Microsoft Office software, particularly Excel. |  |
| Organisation and planning | Self-motivated, energetic and enthusiastic; ability to manage own time schedule; willing to work some unsocial hours. |  |
| Communication  (writing/spoken) | Ability to communicate with colleagues, forestry staff, landowners, volunteers and the wider public.  Confidence to deliver workshops and training sessions. |  |
| Commitment to organisational culture, values and vision | A strong personal commitment to wildlife conservation. |  |
| Problem Solving | **x** |  |
| Judgement | **x** |  |

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| **Additional Requirements** | **Essential** | **Desirable** | **Not applicable** |
| Right to work in the UK | **X** |  |  |
| Full Driving Licence | **X** | Experience of 4-wheel driving on rough tracks. |  |
| Protection of Vulnerable Groups membership |  |  | **X** |
| First Aid Certificate |  | **X** |  |

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| **Author** | Lucy Lush | **Position** | SSRS Assistant Project Manager | Date | 22/09/2020 |