

Protecting Scotland's wildlife for the future

# Job Description



<b>Title</b>	Wildlife Protection Officer (WPO)
<b>Based</b>	Loch of the Lowes, Dunkeld
<b>Dept/Region</b>	Conservation
<b>Line Manager</b>	Perthshire Ranger

## Our Mission

For nearly 60 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. 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. It also manages a network of over 100 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

## Overall Purpose of the Role

To support and assist the Perthshire Ranger in providing osprey nest and other species protection at the Loch of the Lowes Wildlife Reserve.

## Main Objectives

You will be expected to;

- Monitor and record breeding ospreys' behaviour
- Provide protection for the resident ospreys, their nest, eggs, chicks and other species during the critical part of the breeding season.
- Engage with members of the public, both in the hides and on regular patrols around the reserve.
- Intervene and take appropriate action in incidents of disturbance
- Work closely with Visitor Centre staff and volunteers
- Monitor additional webcams for beaver activity and other wildlife footage

- Produce an end of season summary report
  - Monitor the nest from the hides, security cameras and webcam to watch for potential disturbance events.
- Patrol reserve on a regular basis.
- In the event of disturbance to ospreys and other wildlife, WPOs may be required to talk to members of the public to discuss their actions and raise awareness regarding the Scottish Outdoor Access Code and legislation pertaining to protected species.
- Liaise with Wildlife Crime officer and local police as appropriate.
- Liaise, support and work with local volunteers to ensure protection is maintained.
- Report regularly to line manager and other staff during shift change-overs.
- Review osprey webcams for incidents and interesting footage.
- Provide shift summary to members of the Visitor Centre and Communications Team.
- Upload observed osprey behaviour into data spreadsheet.
- Co-create an end of season summary report.

#### **Training and Support**

Gain experience using webcam and security camera software

#### **Individuals will receive:**

- Free accommodation in an on-site, loch side, wooden eco-bothy
- Free uniform for the duration of employment

#### **Key Internal & External Contacts**

- Perthshire Ranger
- Reserves Manager – North East
- Visitor Centre Assistant Manager, staff and volunteers
- Osprey Watch volunteers
- PR and Digital Communications team
- Perth & Kinross Visitor Rangers
- Police Scotland – Wildlife Crime Liaison Officer
- Other conservation bodies; NatureScot, RSPB Scotland
- Press/Media

#### **Qualifications, Experience (essential/desirable)**

- Interest and passion in nature conservation
- Good knowledge of natural history, species ID and surveying skills
- Experience of bird monitoring or species protection work beneficial
- Reasonable standard of physical fitness and resilience to undertake shifts in the hide in cold conditions
- Ability to work unsociable hours
- Willingness to live in shared accommodation with colleagues and contribute to a positive living environment
- Ability to work both independently and cooperatively as part of a small team
- Positive and flexible approach to work
- High level of self-motivation, personal responsibility and organisational skills
- Experience working with volunteers
- Ability to communicate with the public in an approachable (and where required) calm manner
- Experience of conflict resolution
- Understanding of the Scottish Outdoor Access Code
- Confident presentation and public speaking skills

**Special Competencies:**

- Driving License highly desirable
- First Aid Qualification an advantage
- Flexible attitude
- Able to work and live closely with colleagues

Key competencies	Essential	Desirable
Technology and knowledge (IT)	•	
Organisation and planning	•	
Communication (writing/spoken)	•	
Problem Solving	•	
Judgement	•	
Management		
Teamwork	•	
Commitment to organisational culture, values and vision	•	

Additional Requirements	Essential	Desirable	Not applicable
Right to work in the UK			
Full Driving Licence			
Protection of Vulnerable Groups membership			
First Aid Certificate			

Author	Sara Rasmussen, Perthshire Ranger	7/12/23
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Please note this post is dependent on the return of breeding ospreys. Covid-19 precautions will be applied as appropriate, particularly with regards to the bothy accommodation.