

## Role Profile

<b>Job Title</b>	Conservation Scientist
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<b>Department</b>	Conservation Science
<b>Location</b>	RSPB Scotland Headquarters
<b>Reports to</b>	Principal Conservation Scientist
<b>Direct Reports (including Volunteers)</b>	Research and Senior Research Assistants
<b>Starting Salary Range</b>	£25,463 to £27,585 per annum
<b>Closing Date</b>	24 May 2017
<b>Interview Date</b>	7 June 2017
<b>Job Purpose</b>	To inform RSPB's conservation policy and practice through designing and delivering scientific projects, and the provision of scientific advice
<b>Key Result Areas</b>	
<ul style="list-style-type: none"> <li>❖ Monitoring developments in the external world: Technical expertise in a defined area of conservation science, developing and maintaining scientific and technical expertise in that specialist area, being aware of emerging issues and associated research questions, in order to underpin RSPB's conservation activity.</li> <li>❖ Project development and delivery: Designs, costs and delivers one (occasionally more) project(s), to provide the evidence base to underpin RSPB's conservation activity.</li> <li>❖ Management and development of staff: Recruits, manages and develops multiple staff (typically short contracts less than one year, volunteers and students as appropriate), to ensure the RSPB has the knowledge and skills required to deliver excellence in conservation science.</li> <li>❖ Building effective relationships: Build and maintain effective relationships with external partners, particularly universities, research institutes, government and NGOs, in order to build the strength, depth and impact of our conservation science.</li> <li>❖ Production of written materials: Author on at least one peer-reviewed scientific paper per year as well as other reports, book chapters or articles, to ensure the quality and profile of our conservation science.</li> <li>❖ Engaging with decision-makers: Engages with key external decision-makers (e.g. contributing</li> </ul>	

<p>to funding bids and feeding back research results), to fulfil RSPB's conservation objectives.</p> <ul style="list-style-type: none"> <li>❖ Building effective internal relationships: Builds effective internal relationships across departments, regions and countries. Through discussions and joint-working with appropriate colleagues, to ensure effective project delivery. Acts as a source of informed scientific advice to colleagues across the organisation (e.g. in nature recovery groups) as required.</li> <li>❖ Communication to key audiences: Communicates both directly and indirectly via the Communications Department, to key audiences: to ensure our conservation science inspires, informs and builds support among key audiences, e.g. through local and national radio interviews, talks at Members' Weekend, presentations to international science conferences.</li> <li>❖ Developing scientific strategy and team capability: Develop the necessary skills in line-managed staff, colleagues and volunteers (e.g. field identification and survey, statistical data analysis) to deliver RSPB's conservation objectives, by providing training in specialist scientific skills.</li> </ul>
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<b>Key Contacts and Working Relationships</b>	
<b>Internal</b>	<b>External</b>

<ul style="list-style-type: none"> <li>❖ Colleagues, including senior colleagues up to and including Heads of Department, who need to be informed and/or consulted on relevant scientific issues to inform RSPB policy and practice. Can deputise for Senior Conservation Scientists as necessary.</li> <li>❖ Colleagues, including senior colleagues up to and including Heads of Department, whose support and engagement are necessary to successfully identify, prioritise and deliver conservation science. Can deputise for Senior Conservation Scientists as necessary.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Academics to build particular scientific projects.</li> <li>❖ Project officers or equivalent within Government departments, statutory agencies and NGOs to provide updates on project progress.</li> <li>❖ Land Managers and project stakeholders, to ensure land access permissions and harmonious inter-organisation working.</li> </ul>
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<b>Financial Responsibility</b>
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<ul style="list-style-type: none"> <li>❖ This role has sign-off authority for expenditure through, for example, purchase orders.</li> </ul>
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<b>Essential qualifications</b>
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<ol style="list-style-type: none"> <li>1. Expected to have PhD in relevant subject, or equivalent experience.</li> </ol>
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<b>Essential knowledge</b>
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<ol style="list-style-type: none"> <li>1. Knowledge of conservation issues and practice, and conservation science, gained through experience of leading a scientific project.</li> <li>2. Knowledge of key legal and practical requirements for ensuring health and safety of staff and volunteers, sometimes in challenging field conditions, for instance cliff-nesting seabird colonies, tropical rainforests.</li> <li>3. Knowledge of current scientific issues that are relevant to their project(s).</li> <li>4. RSPB- recognized expert in a particular scientific area.</li> <li>5. Knowledge of UK and international species ecology and ecological principles. Such that</li> </ol>
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correct methods can be chosen or devised from scratch to answer novel questions at both practical and analytical levels.

6. Knowledge of the appropriate data collection methods, and the ability to develop new ethically-sound methods as and when necessary to answer novel questions.
7. Some knowledge of how to apply complex analytical procedures to enable innovative, robust analysis and interpretation of any type and size of data set.
8. Knowledge of licensing and regulations surrounding field work, for instance on protected species in protected habitats.

### **Essential skills**

1. Able to effectively manage projects and staff.
2. Taxonomic, identification and practical field skills appropriate to the post.
3. Project design, to a robust scientific standard forecasting the necessary time scales, which could be annual, several years or unknown.
4. Ability to work in extreme conditions, sometimes for prolonged periods in the field, either in the UK or abroad.
5. Ability to be self motivated and work efficiently within a defined work plan. This necessitates the ability to plan and organise their own work and manage the work of others they are line managing.
6. Has the skill to work under pressure to meet external deadlines.
7. Practical scientific skills of a standard that provides the highest quality data and allows freedom to act and make decisions in novel situations in the field and elsewhere. Such decisions can have serious consequences for instance to the welfare of individual protected animals or areas of protected habitat.
8. Collecting, collating, manipulating, analysing large and complex data sets that can pass international peer-reviewed standards of scrutiny and audit.
9. Ability to train and coach others in data collection techniques in sometimes difficult conditions in the UK or abroad.
10. Ability to influence others through production of written material: for example peer-reviewed papers in scientific journals, reports to funders, books and book chapters, but also written material for any media channel.
11. Ability to give talks and lectures on science to any audience, whether at an international academic conference or a local RSPB members group.
12. Skilled use of Microsoft Office and ability to use advanced scientific software for data analysis. Often this has to be adapted to suit a unique or specific purpose. Ability to use other advanced computer software will have to be applied as necessary, for example GI mapping (satellite or other) analyses.
13. Able to work in collaboration with external organisations and individuals.
14. Confident and capable of being a public face for RSPB science to the media and social media.

### **Essential experience**

1. Proven scientific research experience (e.g. doing a PhD or managing a similar project; communicating to various audiences by writing reports, publishing peer-reviewed scientific papers, giving talks).
2. Demonstrable (several years) experience of relevant research or survey work.
3. Demonstrable track record of scientific publication.

### **Desirable qualifications, knowledge, skills and experience**

1. Line management experience, if line management is part of the role.
2. Specialist and up-to-date knowledge of how to apply complex analytical procedures to enable innovative, robust analysis and interpretation of any type and size of data set.

### How we expect you to work

The RSPB has seven key competencies that are important to our organisation's success. We expect all employees to demonstrate these competencies in everything that they do. The heading descriptors of the seven competencies are:

**Direction:**

You ensure you have a clear direction and sense of common purpose that guides what you do and how you approach your work.

**Energy:**

You bring energy and urgency to the RSPB to motivate people to do the best they can.

**Capability:**

You build your own and other people's capabilities, directly and indirectly.

**Relationships:**

You communicate effectively and build productive internal and external relationships.

**Change:**

You support continuous improvement and change and constantly look for way to do things better.

**Advocacy:**

You act as an advocate for the RSPB.

**Performance:**

You get things done, achieve ambitious goals and the RSPB's aims.

**In line with these competencies, the following behaviours are essential upon appointment to this particular role and will need to be part of what you do for you to add value to the RSPB:**

- ❖ Direction: You set clear work priorities for people
- ❖ Energy: You show a personal interest in team members
- ❖ Capability: You demonstrate an interest in your own personal development
- ❖ Relationships: You form productive internal partnerships
- ❖ Change: You share new ideas with colleagues
- ❖ Advocacy: You speak positively about the RSPB with colleagues
- ❖ Performance: You place your main focus on important priorities
- ❖ Performance: You consistently deliver results on time

### Additional Information

- ❖ This role may involve lone working.
- ❖ This role may require regular weekend, early morning and evening working.
- ❖ The role may be based in a remote and rural location
- ❖ Some standby and on-call work may be required.
- ❖ This role may require occasional travel within the UK.
- ❖ This role may require occasional travel within Europe/overseas.
- ❖ This role may require occasional overnight stays away from home.
- ❖ The RSPB works for a healthy environment for all and we therefore expect you to take action in accordance with our Environmental Policy and objectives. Together we can make a positive difference for our world.
- ❖ In the RSPB, volunteers are a major resource and make a vital contribution to the RSPB's

aim to take action for the conservation of wild birds and the environment. Employees are responsible for encouraging, developing and supporting volunteers in their work for the RSPB.