



Solway Coast and Marine Project – Landscape Connections (SCAMP) Innovation in Restoration Project Officer Vacancy Pack

This pack contains all the information you need to apply, including:

Useful Information

Details on our Diversity Policy statement, how we use CVs, shortlisting and employment checks and UK Identification requirements

Applicant letter

Details on how to apply plus closing date and interview date(s)

Job description

A breakdown of the vacancy, including the purpose of the job, requirements, duties and responsibilities

Person specification

A list of criteria that potential candidates should aim to meet

Organisation information

Details of the organisation advertising the post

Application Form

Word version

Applicants should complete electronically and return by e-mail

Useful Information

Diversity Policy Statement

The Partnership aims to ensure that all staff, volunteers, partners, clients, contractors, members and the general public are treated fairly. Unless it can be shown to be justified, this will be regardless of sex, sexual orientation, gender re-assignment, marital or civil partnership status, race (including colour, nationality, ethnicity, or national origin), disability, medical status, age, religion or belief, political opinion, social or economic status, or ex-offender status.

Use of Curriculum Vitae (CVs)

Our policy is to recruit and employ our employees on the basis of their suitability for the work to be done. An application form allows us to compare individuals based on like for like information and as such we do not accept a CV unless accompanied by a fully completed application.

Shortlisting

Solway Firth Partnership is an equal opportunities employer and we are committed to ensuring all applications are treated fairly. Applications are sought only from those eligible to work in the UK in the first instance.

All applications are subject to our shortlisting process where we only assess information provided against the Person Specification. If you are shortlisted we will contact you and invite you to attend an interview. You will also be advised at this point if there will be any skills test, presentations etc.

Employment Checks

All offers of employment are made subject to the following criteria:

Proof of eligibility to work in the UK, Proof of Residency, Satisfactory Employment Health Check, Two references satisfactory to the Partnership and where required a Satisfactory Criminal Records Bureau Check.

Dear Applicant

SCAMP Innovation in Restoration Project Officer, £35,000 - £38,000 (with 3% agreed annual pay increase) starting salary depends on experience (Full-time post, 4 year fixed term with a further 5 years likely)

Thank you for your enquiry regarding our advertised vacancy. An application form is enclosed, together with a job description, person specification and other background information about Solway Firth Partnership. If you require any further information about this post please contact me.

Please complete the enclosed application form electronically in blue or black. Please refer to the person specification when completing the form. Your completed application form should clearly describe how you meet each of the criteria that have been identified as being necessary for this post as this will form the basis of shortlisting candidates. If you enclose a CV, it may be referred to for supplementary information, however, please ensure that all the questions asked on the application form are fully answered.

We take all practicable steps to protect the safety and welfare of children or vulnerable adults while they are in contact with Solway Firth Partnership and have a Child Safety and Welfare Policy that supports this. If the post you have applied for involves unsupervised access to children or vulnerable adults further checks will be carried out. We will also confirm your eligibility to work in the UK prior to appointment.

Completed forms should be returned to me by email to info@solwayfirthpartnership.co.uk.

The closing date for receipt of completed application forms is **5.00pm on Friday 13th March 2026 with interviews likely to be held w/c 23rd March 2026**. The postholder is likely to start employed in April/May 2026.

Thank you for your interest in employment with Solway Firth Partnership. As a charity, we try to keep our administrative costs to a minimum and therefore you will only be contacted if we wish to progress your application. We will endeavour to advise you if you have not been shortlisted. However, if you have not heard from us by **Thursday 19th March 2026**, you should assume that your application has been unsuccessful on this occasion.

We look forward to receiving your application in due course.



Jenna Cains
Solway Firth Partnership Manager



Job Description

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| Job Title: | SCAMP Innovation in Restoration Project Officer |
| Project: | Solway Coast and Marine Project Innovation in Restoration |
| Location of Job: | Stranraer (with travel and occasional meetings in Dumfries) |
| Post holder reports to: | SCAMP Innovation in Restoration Project Manager |
| Hours: | 35 hours / week, flexible working (Full-time post, fixed term until 31/03/30 but with likely further 5 years funding through National Lottery Heritage Fund Funding) |

Overall Purpose of the Job:

The aim of the Borderlands Inclusive Growth Deal and Heritage Fund funded SCAMP – Landscape Connections(SCAMP) Innovation in Restoration project is to undertake a number of key strategic interventions to restore and expand coastal, intertidal and marine habitats in support of key economic fishery species, water quality, key coastal tourism locations, climate mitigation, adaptation & carbon sequestration.

To do this we need to work with our local communities and partners to start a programme of restoration, awareness raising and action across a wide range of habitats. SCAMP Innovation in Restoration will kick start this process with an emphasis on setting up a marine research centre in Stranraer to provide a focal point for habitat restoration, community engagement, practical research into restoration techniques, and achieving industry leading cost effective outcomes. The Project Officer will also work collaboratively with the wider SCAMP National Lottery Heritage Funded Project

Main Duties:

The key elements of the SCAMP Innovation in Restoration Marine Project Officer post will be to:

- Deliver SCAMP Innovation in Restoration on time and within budget
- Develop and deliver Marine Research Centre activities and field work in collaboration with academia and other organisations
- Work closely and collaboratively with the wider SCAMP National Lottery Heritage Funded Project led by Dumfries and Galloway Council, attending SCAMP team meetings as required and supporting wider SCAMP events.
- Assist with volunteer management

- Develop and deliver protocols and guidance to support the future scaling up of restoration efforts
- Support other SCAMP staff, students, interns and PhD's
- Communicate and report to SCAMP core group and SFP more generally
- Deliver natural capital enhancement
- Support work towards an engaged local community with opportunities for education, awareness and practical experiences
- Liaise and build relationships with collaborative and partnership organisations including the wider SCAMP National Lottery Heritage Funded Project (led by Dumfries and Galloway Council)
- Provide support to the wider aims and delivery of the SCAMP project

Personal qualities, skills and experience

The Marine Project Officer will have duties including progressing seagrass restoration, native oyster and saltmarsh habitat expansion and sand dune restoration alongside citizen science, education and engagement, project management and monitoring, working with interns, students, staff and volunteers.

1. The SCAMP Innovation in Restoration Marine Project Officer will be an enthusiastic, positive and self-motivated person who takes a pride in the quality of their work. The Marine Project Officer will be capable of working on their own, as part of a small team and as a contributor to work involving a wide range of partners.
2. The Marine Project Officer will be an outgoing individual with the confidence to communicate with a wide range of people with a variety of interests. They will be able to build and maintain positive relationships with partners.
3. The post holder will need to demonstrate experience of working in the marine and coastal sector with knowledge and passion for working in these environments. They must also have an understanding of nature, conservation and the environment with a desirable focus on seagrass, native oysters, saltmarsh or sand dunes. An understanding of, and ability to explain in plain English the concepts of natural capital and ecosystem services is also required.
4. The post holder will need to demonstrate understanding and ability to work on the natural capital habitats seagrass, saltmarsh, sand dunes and native oysters.
5. Experience of developing and delivering practical conservation work with volunteers.
6. Experience of managing consultants and contractors
7. The Marine Project Officer will need to work in a mixture of settings including but not limited to; Marine Research Centre; on a boat; outside on the coast; at public events etc.
8. The Marine Project Officer will be responsible for organising and managing public events as required throughout the Project and may be shadowed on student placements. The management of public events will often require the management of volunteers.

9. The post holder will have a clear understanding and empathy with the aims of the SCAMP Innovation in Restoration, wider SCAMP and Solway Firth Partnership.
10. The post holder will be confident in use of standard Microsoft software with the ability to use Microsoft Word and PowerPoint and be competent with GIS and Database use. The use and understanding of a variety of social networking media and the ability to produce relevant, suitable and engaging content for social media is essential to this position.
11. Effective communicator (oral and written) including confidence in delivering presentations to a variety of groups.
12. The SCAMP Innovation in Restoration Marine Project Officer will be required to work occasional evenings and weekends and so will need to be flexible enough to accommodate this.
13. Awareness of Health and Safety responsibilities at an individual and organisational level.
14. The post holder requires a full driving licence and access to a vehicle and preferably hold boat handling / scuba diving / trailer driving qualifications or be willing to train.

Post criteria

Essential

- A relevant qualification (degree or higher)
- At least 2 years relevant experience of working in the marine and coastal sector with knowledge and passion for working in these environments
- Ability to work on the natural capital habitats, seagrass, saltmarsh and native oysters.
- Experience of a wide range of social media and their appropriate use for public engagement
- Excellent organisational skills and the ability to work flexibly and independently within a small team, bringing fresh ideas to the job
- Excellent interpersonal skills
- Competence with MS Office packages including MS Word, Excel and PowerPoint
- Full driving licence and access to a vehicle

Desirable

- Project management experience of externally-funded projects – demonstrating ability to achieve agreed outputs and outcomes to specifications
- Experience of developing and delivering practical conservation work with volunteers
- Experience of working with consultants and contractors
- Experience of organising and managing public events
- Knowledge of the social, economic and environmental issues associated with the Solway Firth and of organisations involved in the management of the area
- Knowledge of funding and reporting requirements
- Experience of coastal and marine governance in Scotland and England
- Competence with GIS and Database use
- Basic level certification from Disclosure Scotland, if appropriate
- Boat-handling experience / qualifications / RYA Powerboat 2
- Scuba diving / trailer driving qualifications

Key competences

- Enthusiastic, positive and self-motivated person who is aware of personal strengths and takes pride and responsibility for performance at work; responsive to constructive feedback
- Responsible for personal behaviour and is accountable for own actions
- Outgoing individual with the confidence to communicate with a wide range of people with a variety of interests
- Engages and is credible with stakeholders; communicates clear and creative ideas that meet the needs of a range of audiences, ensuring objectives and outcomes are achieved

**For further information regarding the post please contact: Jenny Wright, SCAMP
Innovation in Restoration Project Manager on 07832245698
jenny@solwayfirthpartnership.co.uk**

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