Royal
Botanic Garden
Edinburgh

Head of International Conifer Conservation Programme

Royal Botanic Garden Edinburgh

Recruitment Pack 2022

"All life depends on plants. They sustain whole ecosystems, feed us, keep us healthy, stimulate our minds, and nurture our wellbeing. And yet, the Earth's rich diversity of plant life is rapidly disappearing. At a time when 40% of the world's plant species are at risk from extinction our work is more important than ever."

Simon Milne MBE Regius Keeper, RBGE

Who we are

The Royal Botanic Garden Edinburgh (RBGE) explores, conserves and explains the world of plants for a better future

RBGE is a world leading botanical institute and international visitor attraction taking positive action for plants and people; from local communities across Scotland, to more than 40 countries around the world. Our priority is to tackle the biodiversity crisis and the climate emergency, and support the conservation and sustainable use of biodiversity. Our work builds on our 350 year history as a scientific botanic garden, a centre of education, the internationally important botanical collections in our care, and our extensive international partnerships.

Our four Scottish gardens – Benmore, Dawyck, Logan and 'The Botanics' in Edinburgh – attract over a million visitors every year. Together, these gardens comprise one of the richest plant collections on earth. As a registered Scottish charity, the Royal Botanic Garden Edinburgh is funded principally by the Scottish Government – but as an organisation, we're very much global.





The Role

We have an exciting opportunity for someone to lead and develop the International Conifer Conservation Programme (ICCP), an international project combining *in situ* and *ex situ* conservation of the world's conifer species. About one third of the world's conifer species are threatened, and many species are of economic, social and conservation importance. Further information about the ICCP can be found at rbge.org.uk/science-and-conservation/genetics-and-conservation/conifer-conservation.

You will be responsible for the strategic development of the ICCP. This will involve oversight and management of a network of conifer 'safe-sites' in Britain and Ireland housing *ex situ* collections of 50% of the world's threatened conifer species. It will also involve developing priorities and delivering projects undertaking threat assessments and *in situ* conservation actions for threatened conifer species. To maximise the impact and reach of the programme, you will work closely with Botanic Garden Conservation International to support global conifer conservation activities.

Applicants should have an undergraduate degree (preferably in biological science, botany, horticulture, forestry, or arboriculture) or have equivalent relevant practical work experience, and have an active interest in and understanding of RBGE. You'll also need previous experience in delivering *in situ* and *ex situ* conservation projects, as well as having an understanding of conifer biodiversity and the threats facing conifers. Expert knowledge and an understanding of the integration of horticulture and science into conservation projects will be essential.

Job Description

Purpose

Lead and develop the International Conifer Conservation Programme (ICCP), an international project combining *in situ* and *ex situ* conservation of the world's conifer species.

Main Duties

• Management of the ICCP and the Global Conifer Conservation Consortium

• *Ex situ* conservation of conifers (management, coordination, and strategic development of the network of safe sites for threatened conifer species, development of horticultural protocols for threatened plant species)

• *In situ* conservation of conifers (management, coordination, and strategic development of threat assessments, assessments of protection status, management actions, reintroduction projects)

• Public engagement (promoting the importance of conifers)

• Capacity building and training in conifer conservation and conservation horticulture

• Grant writing/fundraising (developing income streams to support conifer conservation)

• Conservation horticulture (supporting wider conservation horticulture projects at RBGE)

Workplan

• Establish collaborative partnership with Botanic Garden Conservation International on conifer conservation

• Undertake a review of the ICCP, and develop future priorities and plans aligning the ICCP with the Global Conservation Consortia programme of BGCI

• Explore funding opportunities for conifer conservation

• Line manage ICCP Research Officer

• Develop overview of horticultural conservation at RBGE as a foundation for future planning and collaborations

• Develop and maintain a good understanding of RBGE's science and conservation work and build relationships with staff to actively support their work



Skills, Knowledge & Experience

Essential

• Experience in delivering *in situ* and *ex situ* conservation projects

• Horticultural skills and a vision for the integration of science and horticulture in conservation projects

• Practical experience of field work, plant identification and conservation surveys

• Ability to plan, prioritise and manage multiple projects simultaneously from start to finish, meeting demanding timescales and dealing with conflicting priorities

• Highly organised and solution focused with strong attention to detail

• An assured and confident communicator with the ability to summarise complex information with clarity, brevity, and speed

• Experience in teaching/training and with a passion for sharing knowledge and skills and building capacity

• Empathy, understanding and sensitivity for working in collaborative projects in different countries and with different cultures

• Understanding of *in situ* and *ex situ* conservation approaches

• Experience of how horticultural approaches can be integrated into conservation programmes

• An active interest in and understanding of RBGE, and a passionate belief in its mission

• Undergraduate degree (preferably in biological science, botany, horticulture, forestry, or arboriculture) or equivalent relevant practical work experience

Desirable

• Experience in leading *in situ* and *ex situ* conservation projects

• Knowledge of conifer biodiversity and the threats facing conifers

• A post-graduate qualification relevant to biodiversity and/or conservation



Pay & Benefits

Salary £39,502 to £44,054 (Band E), pay award pending. Although we see this as a full-time post of 37 hours per week, consideration will be given to exceptional candidates looking to work on a part-time basis. The postholder will be based in Edinburgh when not travelling. This is a permanent post.

In addition, we offer a range of benefits to staff, including:

- 25 days holiday, increasing to 30 days after 5 years of service, with the option to buy additional holiday
- 11.5 days of public and privilege holidays annually
- Membership of the civil service defined benefit pension scheme
- Discounts in our shop, restaurants, and cafes
- A range of staff support mechanisms, including an Employee Assistance Scheme
- A range of family-friendly options to support work-life balance, including flexible working arrangements, enhanced contractual maternity, paternity, adoption, and shared parental leave, and career breaks





To arrange an informal discussion about the post please contact Prof Pete Hollingsworth, Director of Science, at phollingsworth@rbge.org.uk

To apply please email **recruitment@rbge.org.uk** with:

- your CV
- a covering letter outlining the skills, knowledge and experience you'd bring to the post
- a completed equal opportunities questionnaire: EOQ form

Closing date: 17:00 Wednesday 22nd June

If you have not heard from us within 2 weeks of the closing date, please assume that your application has not been shortlisted on this occasion.

rbge.org.uk/about-us/working-with-us/vacancies

The Royal Botanic Garden Edinburgh is a charity registered in Scotland (No SC007983)

