



FIRNS Development Project

Fisheries Management Scotland

“Developing a Scottish source to sea, nature finance model”

Intern Job Description

Background

New funding mechanisms are urgently needed if we are to meet nature targets to halt biodiversity loss in our rivers, coasts and seas by 2030.

Pressures from climate change and human activities are severely impacting our freshwater and marine environments, causing biodiversity loss, and affecting people’s wellbeing and livelihoods. There is an urgency to tackling these issues and investing in nature-based solutions can help to address impacts like flooding and pollution as well as reversing biodiversity decline.

Public funding will not be sufficient to meet the nature restoration needs for our aquatic habitats. Recognising this, Fisheries Management Scotland is working in partnership with NatureScot, Scottish Government’s Marine Directorate and Crown Estate Scotland on a new project supported by the FIRNS (Facility for Investment Ready Nature in Scotland) programme. The FIRNS Programme is a joint initiative between Scottish Government, NatureScot, and the National Lottery Heritage Fund to support the development of projects in Scotland that value and derive socio-economic benefit from ecosystem services through the restoration of natural capital assets.

This project will investigate options for a sustainable funding mechanism to harness nature finance and deliver effective restoration work in the aquatic environment at scale, from source to sea. The project will build on early successes achieved through the Scottish Marine Environmental Enhancement Fund (SMEEF) and exploring benefits to communities will be an integral part of the work.

To support this work, we are looking for an early career professional preferably with a background in one or a mixture of; community development, economics, geography, ecology, natural resources or social science to fulfil the requirements of this internship.

The role offers a valuable opportunity to contribute to a fast moving and innovative work area, with the chance to liaise with a range of partners and develop and demonstrate a variety of skills.

Job role

The role will work alongside the project partners to make a key contribution to the development of a sustainable Scottish source to sea, nature finance model. The post will provide an important support role for the project, including carrying out background

reviews, collating and analysing information, and assisting in all aspects of project delivery. The role will have a particular focus on reviewing good practice on how community benefits can be embedded within funding mechanisms and within the types of environmental enhancement projects that are likely to be funded.

The successful candidate will be someone who enjoys working in a team, is confident and approachable, able to self-organise and has good analytical skills. It will involve working face to face and online and may include some limited amounts of travel.

This is a fixed term contract for three months with Fisheries Management Scotland. The work will be overseen by the Project Manager in Fisheries Management Scotland.

The work location is flexible and may include home working or working from Fisheries Management Scotland or other project partner offices, subject to agreement.

Tasks

A detailed job plan will be developed with the post holder, but it is expected that the tasks will include:

- Developing a good grasp of the role of nature finance and the imperative that benefits for communities are an integral component.
- Designing and carrying out reviews of reports and case studies on environmental enhancement projects and programmes that incorporate community benefits, and identifying good practice and lessons learned.
- Identifying relevant projects, programmes, reports and other reference sources.
- Analysis and collating feedback into a coherent structure and report.
- Preparing presentations and summarising key messages.
- Support with coordination, documenting and administration tasks as required.

Remuneration

Remuneration will be based on an annual salary of £26,208 prorated for the three-month period of the contract.

Fisheries Management Scotland is a [Fair Work First](#) employer and adhere to its principles that includes payment of at least, the real living wage.

Duration

This work will be carried out within the duration of the project that runs from November 2023 to March 2024. The internship is for a three-month fixed term contract.

Recommended reading

First SMEEF Impact Report¹

National Standards for Community Engagement (Scottish Community Development Centre)²

Participation Framework (Scottish Government)³

Community Engagement - Good Practice - Our work - Scottish Land Commission⁴

Highlands Rewilding Community Engagement Roadmap⁵

Scottish Nature Finance Pioneers Community Benefit sub Network⁶ (need to be a member)

Investing in Scotland's Natural Capital - a feasibility study into a community-oriented investment vehicle⁷

Scottish Land Commission; Delivering Community Benefits from Land⁸

¹ <https://smeef.scot/first-impact-report-released/>

² [EngagementR5.pdf \(communityplanningtoolkit.org\)](#)

³ [Participation Framework - gov.scot \(www.gov.scot\)](#)

⁴ [Community Engagement - Good Practice - Our work - Scottish Land Commission](#)

⁵ [Community engagement in rewilding - a roadmap — Highlands Rewilding](#)

⁶ [Community Benefits Network \(basecamp.com\)](#)

⁷ <https://prosper.scot/resources/>

⁸ [Community Benefits - News - News & Events - Scottish Land Commission](#)