

Role Profile

Job title	Heritage and Gaelic Development Officer
Reporting to	Chair of HGDO Steering Group and Executive Director at Trees for Life
Has reporting	None
Starting Salary	Grade D - £29, 996 - £34,133 pa Full time
Duration	Full time / 35 hours a week / 3 years fixed term
Location	Working from home and Glenmoriston hot desk base.

Trees for life - Context

The Trees for Life vision is of a revitalised wild forest in the Scottish Highlands, providing space for wildlife to flourish and communities to thrive.

The Trees for Life mission is to rewild the Scottish Highlands by enabling the restoration of the globally unique Caledonian Forest which once covered much of Scotland. Integral to our success is the involvement of people.

Our values

Our values are at the heart of our mission to rewild the Scottish Highlands, guiding us in everything from the daily rhythms of office life to the development of our landscape-scale initiatives. Sharing these values with our supporters, volunteers, and partners allows for a deeper understanding of our driving forces at Trees for Life.

We are Bold

We are an ambitious charity with a critical purpose. For us, being bold means thinking about landscape restoration on a grand scale, embracing innovative rewilding methods and challenging the status quo. This approach ensures that every step we take is a bold stride toward a revitalised, thriving natural landscape.

We are Collaborative

Our approach, deeply rooted in community and collaboration, involves working closely with local communities, conservation groups, landowners, and volunteers. Finding common ground and working together we will initiate positive solutions to the twin climate and biodiversity crises.

We are Pragmatic

We embrace pragmatic and sustainable solutions in everything we do. We are always mindful of our duty to our supporters, our volunteers, our staff and above all to Scotland's wild forest. By adopting practical solutions, we safeguard our efforts and ensure a resilient future for our initiatives.

Overall Purpose of the Job

Fort Augustus Heritage group, Glenmoriston Heritage Group, Fort Augustus and Area Gaelic group and Trees for Life Dundreggan Centre have come together to look at how Heritage and Gaelic can be protected and disseminated in our area. The HGDO will be the main driver for engaging the community with the heritage of Fort Augustus and Glenmoriston, growing Gaelic language and culture in this area and developing heritage collections, displays and projects for the benefit of the community as a whole.

Key Liaisons

The HGDO will work collaboratively with the four partners to the Steering Group (Trees for Life, Cill Chuimein Heritage Group, Glenmoriston Heritage Group and Fort Augustus and Area Gaelic Group). Key liaisons will be formed with the Highlands Archive service, Cill Chuimen and Invergarry Schools, neighbouring Heritage groups in Invergarry and Drumnadrochit, Gaelic organisations such as Sabhal Mor Ostaig and Historic Scotland.

Key responsibilities

- Work with local groups and property owners to establish a Heritage centre in Fort Augustus and in Glenmoriston for the preservation, display and interpretation of materials
 - i. Research existing written, recorded and web-based materials
 - ii. Identify and catalogue artefacts relating to local heritage, noting location
 - iii. Work with the steering group to identify and cost potential locations
- Work with the communities to identify Gaelic speakers and produce a strategy for supporting Gaelic in Fort Augustus and Glenmoriston
 - i. Contact previous Gaelic learners
 - ii. Liaise with Highland Council's Gaelic officer to produce a local strategy consistent with Highland Council's guidance
- Offer seasonal Gaelic classes for beginners and intermediate levels.
 - i. Assess levels of Gaelic courses required
 - ii. Plan teaching content and materials, taking full advantage of the national scheme and resources
 - iii. Book venues and advertise courses
 - iv. Deliver courses or facilitate conversation groups as required
 - v. Evaluate the impact of Gaelic classes or meetings, collecting participant feedback
- Continue the heritage work started with local schools through The Gathering project.
 - i. Forge an effective relationship with staff in local schools
 - ii. Support schools in matters relating to local heritage, both within and extra curriculum
- Identify and support the preservation of sites of historic interest
 - i. Build on the existing base of knowledge, in working with the steering group and others they identify
 - ii. Produce a map of local sites
 - iii. If needed, work with Heritage Scotland to secure funding for projects to preserve sites and materials
- Arrange a monthly programme of heritage talks/ walks according to season
 - i. Book speakers for a monthly heritage talk or demonstration relating to heritage, between October to April
- Support Trees for Life's Dundreggan Rewilding Centre in its drive to explore and support Gaelic culture and local heritage.

Person Specification

Knowledge & Expertise

- Heritage -related Higher education or training would be an advantage
- Knowledge or experience of the roles of public agencies would be an advantage

Skills and Competencies

- Competent in the speaking, understanding and the grammar of Gaelic
- Competent in the use of word, excel, publisher, e-mail and social media
- Ownership of a valid driving license
- Good communication skills
- Competency in attracting project funding would be an advantage.

Experience

- Experience of community life in rural areas, preferably the Highlands of Scotland.
- Experience of community/voluntary sector working is desirable.
- Experience of developing and delivering projects and using organisational skills

Personal Attributes

- Strong self discipline to work on their own initiative
- Good interpersonal people skills
- Enthusiastic and highly motivated in relation to Heritage

Working conditions/ Special demands

- Access to transport suitable for travelling in the Glenmoriston and Fort Augustus area
- Space to work from home with occasional 'hot-desking'
- Flexible hours, some in evenings or weekends