

**Highland Perthshire Communities Land Trust (HPCLT)
Rural Skills Modern Apprentice
Job Description**

Job Title: Rural Skills Modern Apprentice

Number of Roles: 2

Contract: 1-year Fixed Term Contract, 30hrs (4 days) per week.

Salary: £24,500 (FTE) (£13.45/hr)

Closing Date: 11.55pm on 28th of January.

Interview Date: 4th of February.

The Role:

This is an exciting opportunity for previous graduates of HPCLT's Rural Skills Traineeship to complete a year-long Modern Apprenticeship in Rural Skills working with the team at Dùn Coillich and with local partner organisations. The role will provide you with an excellent opportunity to work, learn and gain hands-on experience to consolidate your prior learning. You will be working across a diverse range of land holdings and gain experience in a wide range of rural land sector jobs. During the post you will achieve a Modern Apprenticeship in Rural Skills (SCQF level 5) and have the opportunity to gain additional industry recognised qualifications.

What is an Apprenticeship:

A Modern Apprenticeship (MA) is a job which lets people earn a wage and gain an industry-recognised qualification for the skills acquired through specific training and on-the-job experience. The MA is a qualification within the Scottish Credit & Qualifications Framework (SCQF). All MAs comprise three components:

- a relevant Scottish Vocational Qualification (SVQ)
- core skills
- industry specific training.

SVQs are work-based qualifications which can be achieved by individuals carrying out their normal day-to-day work and submitting evidence that they have gained appropriate skills, knowledge and understanding. There are no formal written exams; evidence of candidates' achievements is documented in a portfolio and assessed by an SVQ assessor.

Through this post you will gain a Modern Apprenticeship in Rural Skills at SCQF Level 5.

As part of the MA, you will complete **one** of the following SVQs:

- SVQ 2 Environmental Conservation
- SVQ 2 Estate Maintenance.

Main Duties:

This role will involve working on land held by the four partner organisations where you will be involved in a diverse range of projects with each organisation.

It is expected that your work with the four partner organisations will be split as follows:

40% HPCLT, mainly at Dùn Coillich

25% Forestry & Land Scotland

25% National Trust for Scotland at Ben Lawers National Nature Reserve

10% Dalchosnie & Kynachan Estate.

Throughout your apprenticeship you will take overall direction from HPCLT's Project Officers. When working for the partner organisations, you will be supervised by staff of those

organisations. Rural Skills Scotland (RSS) will support you through the SVQ element, ensuring that you are able to meet the necessary evidence requirements for the SQA Units.

You must become familiar with and comply with all partner's Health and Safety policies.

Scope of job

Working with all four organisations will give you a wide range of experience, the details of the work depending on the location and the time of year.

At Dùn Coilich you will:

- assist in day-to-day site management at Dùn Coilich, such as fence and footpath surveys and maintenance, tree planting and aftercare, and general site improvements
- actively engage with our current volunteer and trainee programmes
- have the opportunity to engage with our guided walks and education delivery events
- have the opportunity to take leadership roles in practical projects.

At Ben Lawers you will have the chance to assist in any of the tasks undertaken by the rangers, with some degree of flexibility to suit your particular interests. This might include:

- habitat management and monitoring
- visitor management
- path maintenance
- education: guided walks and the young naturalists club
- grazing management: deer cull and conservation grazing of cattle.

With Forestry & Land Scotland you will gain experience of working in areas such as:

- forest management
- basic felling
- forest harvesting and thinning
- surveying
- path repair, facilities maintenance
- identification of tree species and diseases.

At Dalchosnie and Kynachan Estate you will assist with:

- farming operations (cattle and sheep)
- stalking, as a ghillie and alongside the stalker
- general estate maintenance, repairing fences, dykes and improving access.

Employer

You will be an employee of HPCLT. Work experience will be gained by working with HPCLT (Dùn Coilich) and with partner organisations: Forestry & Land Scotland, The National Trust for Scotland (Ben Lawers) and Dalchosnie & Kynachan Estate.

Person specification (skills, experience and knowledge)

This is a development role so there are no set qualifications for this post, however priority will be given to those who have completed the HPCLT Rural Skills Traineeship.

Essential:

- Ability to work within a team.
- Ability to work safely and follow H&S guidance.

- Flexibility to adapt to different working patterns and tasks to meet day-to-day variations in project needs.
- Strong communication skills.
- Ability to be proactive and to take initiative.

Desirable:

- Experience of working on the land/outdoors.
- Have or currently working towards obtaining a Driving Licence.
- Experience of using IT desktop software including Microsoft office to edit, store, download, and share documents.

The Key responsibilities, Scope of job, and Person specification reflect the requirements of the job at the time of issue. HPCLT reserves the right to amend these, with appropriate consultation and/or request the post-holder to undertake any activities that it believes to be reasonable within the broad scope of the job or his/her general abilities.