

Title: Policy Adviser (Agriculture)
Based at: Scottish Land & Estates' Headquarters, Musselburgh
Responsible To: Executive Director
Line Manager: Head of Policy
Salary: Competitive. Dependent on experience.
Contract: Permanent, Full Time.

Scottish Land & Estates is recruiting a policy adviser to lead on agricultural issues. There is significant change in the sector at the moment and this role provides the opportunity to influence the future agricultural policy. We need someone who can hit the ground running and can confidently lobby for the membership and keep members informed through a variety of communication methods.

For more information, please see the job description below or contact Katy Dickson, Head of Policy, on 0131 653 5400 for a confidential chat.

To apply, please send your CV and covering letter to Katy Dickson at katy.dickson@scottishlandandestates.co.uk by **19th June 2018**.

Scottish Land & Estates

Scottish Land & Estates is the voice of rural businesses throughout Scotland. We are a membership-based organisation representing a wide range of rural businesses, including farmers, foresters, tourism operators, housing providers, leisure companies, and renewable energy providers. Our members play a critical role in ensuring sustainable, healthy and empowered rural communities, providing housing, employment and a wide range of economic, environmental and social benefits.

Scottish Land & Estates strives to have the true value and contribution of landowners recognised and valued both publicly and politically and aims to promote the contributions of landowners and estates, to protect property rights, to ensure appropriate business and regulatory framework for members' interests and to play a key role in maintaining and delivering sustainable rural communities.

Principal Duties – Policy Adviser (Agriculture)

You will be required to identify and develop key policy issues for the rural sector, with a focus on agriculture, produce policy briefings and technical guidance, provide advice to the membership and support the organisational work across the policy team.

The role will also involve considerable engagement with a wide range of stakeholders as well as representational and lobbying activity. A key part of the job will be working to influence policy development to ensure a positive way forward that minimises the impact of proposed legislation, regulation and policy on members' businesses, and where appropriate seek to enhance policy or advocate policy change in ways that further members' interests.

Specific policy objectives will be worked up each year with the Head of Policy and agreed with the Executive Director.

The main areas that the Policy Adviser (Agriculture) will focus on in the foreseeable future include, current agriculture funding and regulation, post Brexit agriculture policy and support – including trade and development of UK frameworks, delivery of public goods and progressing the natural capital agenda, Land Use Strategy, climate change and agriculture, water quality, natural flood management and soil health. The Policy Adviser will also be involved in developing opportunities for new entrants

to agriculture, as well as supporting our work on women in agriculture and agricultural holdings. There will also be opportunities for the post holder to get involved in other related policy issues.

Specific duties will entail:

- To be the lead officer in relation to agricultural policy. This will focus heavily on Brexit and the future of farming and land management in Scotland and include all areas of environmental policy relevant to farming and soil, and areas of policy development relating to integrated land management, natural capital and ecosystem services.
- To advise Scottish Land & Estates on all aspects of existing and emerging relevant Agriculture issues.
- To identify strategic opportunities and threats within your policy area.
- To represent Scottish Land & Estates on relevant issues to the Scottish Parliament, Scottish Government and its agencies, and in meetings with stakeholders and partners.
- To work with the Executive Director and Policy Manager to identify legislation, regulation and policy at regional, Scottish, UK and European levels which will impact on the membership.
- To produce technical papers (both internal and external) and Scottish Land & Estates' member briefings on relevant policy issues.
- To respond to consultation papers of relevance to the work of Scottish Land & Estates.
- To provide relevant input and support to the organisation's National Policy Group, and provide staff lead for technical and issue specific sub groups relating to areas within your remit.
- To work with the Executive Director, Head of Policy and Public Affairs Officer to deliver effective political engagement on agricultural issues.
- To gather and produce relevant data to support policy work
- To understand the legislative and regulatory burdens on rural businesses and, where relevant, work to minimise these.
- To promote best practice across the range of policy issues within your remit.
- To work with our Communications Team and PR consultants to produce media releases and press briefings.
- To represent Scottish Land & Estates at shows and events.
- To provide support to senior management team on policy areas relating to rural business.
- To provide advice, within defined criteria, to individual members of Scottish Land & Estates, such advice being in addition to, and not a substitute for, that of the member's own professional advisers.
- To provide generic advice to Scottish Land & Estates members through Land Business, policy update, e-news, website, information sheets etc on relevant current and future issues.
- To support the achievement of the Business Plan objectives, including the production of specific work plans for relevant policy areas.
- To carry out other duties as agreed with the Head of Policy and the Executive Director

Background - Policy team

The Scottish Land & Estates policy team comprises Executive Director, Head of Policy, four Policy Advisers (Agriculture; Access, Conservation & Wildlife Management; Rural Business; and Rural Development), Legal Adviser, Environmental Science Graduate, and Policy & Communications Assistant. The team performs several key functions:

1. it works with members to formulate policy positions and identify policy priorities
2. it keeps abreast of policy developments in all areas where members have an interest to ensure that members are informed about changes in policy and regulatory framework and it communicates these changes through a range of communication channels;

3. it represents the interests of members at all stages in the policy development and legislative process, influencing Government policy at local, national and European level;
4. it responds to queries from members on policy topics;
5. it develops, or raises awareness of, good practice across a wide range of policy areas of relevance to members; and
6. it identifies new opportunities and risks for land-based businesses so that members are aware of forthcoming opportunities and challenges.

The work of the policy team covers a broad range of topics but strives to ensure that issues are considered in a holistic and integrated manner. This includes topics such as farming, forestry, natural resource management, wildlife management, conservation including species reintroductions, protected areas, biodiversity, and invasive non-native species management. It also includes housing, planning, renewables, energy efficiency, business diversification, heritage, digital connectivity, tourism, skills/education, and community engagement and development. In addition, the areas of local government, agricultural holdings and wider land reform sit with our Executive Director. These lists are not exhaustive but cover the main areas.

The Director of the Scottish Moorland Group (DoSMG) sits separately to the policy team but the policy work of the DoSMG includes areas such as muirburn and the prevention of wildlife crime. In addition, the DoSMG works closely with all members of the policy team on issues which impact on grouse moor management or have a moorland dimension.

The policy work of the organisation extends beyond the staff team to the National Policy Group, which is made up of members and staff. The National Policy Group assists staff in the development of policy and formulation of policy positions and provides advice to staff on policy priorities and objectives. The group will also provide expert and diverse views on specific cross cutting areas of work such as land reform or CAP 2020. The group also provides a vehicle for monitoring the effectiveness of the organisation's policy work.

The National Policy Group:

- complements staff skills and provides expert advice on specific policy issues;
- advises on the implementation of policy and operation of regulation and legislation;
- provides a representative voice for the wider membership

Please send your CV and Cover Letter katy.dickson@scottishlandandestates.co.uk

Deadline: 19th June 2018.