



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA

Climate Science and Resilience Officer

Closing Date: Wednesday 7 June 2023, midday

Expected Interview Date: Friday 23 June 2023

Recruitment Reference:

HES/23/105

Starting Salary:

£36,018 per
annum pro rata

Salary Range:

£36,018 - £41,866
per annum pro
rata

Pay Band:

Band D

Directorate:

Cultural Assets

Location:

Longmore House,
Edinburgh

Line Manager:

Dr Mairi Davies,
Climate Change
Policy Manager

Contract Type:

Permanent

Working Hours:

Full time, 37 hrs
per week

Thank you for your interest in the post of Climate Science and Resilience Officer with Historic Environment Scotland. This is a permanent and pensionable appointment.

Overview

As Climate Science and Resilience Officer, you will provide robust advice and guidance that will help our organisation prepare for, and adapt to, the impacts of climate change. You will be responsible for a range of activities including translating climate data and information into internal tools and guidance, undertaking climate risk assessments, and monitoring and evaluating our climate resilience and adaptation progress.

About us

We are the lead body for Scotland's historic environment; a charity dedicated to the advancement of heritage, culture, education, and environmental protection. We're at the forefront of researching and understanding the historic environment and addressing the impact of climate change on its future. We investigate and record architectural and archaeological sites and landscapes across Scotland and care for more than 300 properties of national importance. We have a People Strategy, which is an overarching strategy to ensure we support and develop staff within the organisation.

Our Vision

Our vision is that Scotland's historic environment is cherished, understood, shared, and enjoyed with pride by everyone. Our priorities are that:

- The historic environment makes a real difference to people's lives
- The historic environment is looked after, protected, and managed for the generations to come
- The historic environment makes a broader contribution to the economy of Scotland and its people
- The historic environment inspires a creative and vibrant Scotland
- The historic environment is cared for and championed by a high performing organisation.



Overview of the post and information about the team

This role is within the Research and Climate Change team, within the Cultural Assets Directorate of HES. You will be one of a diverse group of climate change specialists who work in areas such as carbon reduction, circular economy, responsible tourism, and sustainable travel. You will be responsible for leading on our Adaptation Plan ('Climate Ready HES') and overseeing our approach to environmental and climate change risk assessment. The team has a wide remit including provision of advice to HES operations to support informed decision making in the management of the 336 properties in our care, and guidance to the wider historic environment and external stakeholders, including collaboration with other key institutions, public bodies, and research partners.

The work of the Climate Science and Resilience Officer directly supports HES in meeting its obligations as a major player under the Climate Change (Scotland) Act 2009 and supporting Scotland's wider climate change objectives, through delivery of our Climate Action Plan (CAP) and Scotland's Historic Environment Strategy. The job is based at our HQ office in Edinburgh, although flexibility in location is possible using other HES sites and hybrid working. Occasional travel will be required.

The role has two core functions:

- **Analytical:** working with climate and environmental data and related natural hazard datasets and information (e.g., Met Office Climate Projections, SEPA flood data) to develop tools that help our organisation prepare for, and adapt to, the impacts of climate change.
- **Operational:** carrying out tasks and supporting projects that help build the resilience of our organisation to the impacts and risks of climate change, including integration of effective considerations of future climate risk into our operations.

You will have primary responsibility for the delivery of the 'Impacts and Adaptation' theme of our Climate Action Plan (2020-25) through working closely with staff across HES.

You will work directly with colleagues and partners to develop and deliver specialist climate advice to better understand the impacts, risks and wider challenges associated with climate change on our organisation and the wider historic environment. You will lead on revision of our 2018 Climate Change Risk Assessment and expanding that to cover other HES assets and operations.

You will provide specialist support that helps create the necessary culture shift required to embed and mainstream climate adaptation and resilience thinking across our organisation. For example, supporting relevant teams to deliver our primary adaptation response outlined in Climate Ready HES – our first dedicated climate change adaptation plan.

You will also work to further develop and cultivate key partnerships and research (internal and external) to help advance our own adaptation and resilience efforts and support for others. For example, working with other heritage organisations and commissioning consultancy work to help the wider historic environment and cultural heritage sector prepare for the impacts of climate change.



Key responsibilities, duties, and objectives

- Play a key role in the delivery of Climate Ready HES and HES Climate Action Plan objectives, including supporting the monitoring and evaluation of progress and integration of climate risk and adaptation considerations into business-as-usual practices.
- Implementation of climate data projects including interpretation and communication of UK climate projections and natural hazard data. Providing quality assurance and validation on climate data intended for use in decision-making processes.
- Continued development of climate risk assessments of our Properties in Care, expanding to cover additional assets and HES operations.
- Engage across HES to enhance data collection and interpretation capabilities including recording and analysing the impact of damaging weather events.
- Develop enhanced approaches to reporting on, and evaluating, adaptation progress, including undertaking periodic benchmarking of the organisation using Adaptation Scotland's Capability Framework.
- Work to achieve and where possible exceed HES statutory obligations under the Climate Change (Scotland) Act 2009 on mandatory climate adaptation and resilience actions and public bodies duties and reporting – including those outlined in Scotland's Climate Change Adaptation Programme.
- Work with HES communications colleagues and key partners to maintain and raise internal and external awareness of cultural heritage and its role in climate action.
- Work with key partners, including other UK Heritage organisations, climate change specialists, academic institutions, and international partners, to co-develop climate resilience resources intended to support adaptation and proactive climate action.

Post Competencies

You will be assessed against these competencies during our selection process.

Core Competencies:

- Delivering excellent Service – Demonstrating a commitment to quality services
- Teamwork - Contributing to and supporting working together
- Planning and Organising - Putting plans and resources in place to achieve results
- Communication - Communicating appropriately and clearly
- Knowledge & Expertise - Applying and developing knowledge and expertise to achieve results - (See below for specific criteria)

Management Competencies:

- Achieving results - Focusing on the delivery of objectives
- Leading a Team/Project/Task – Focusing on leading a Team/Project/Task or developing people.



Knowledge, skills, and experience

You will be required to demonstrate that you meet the requirements and qualifications below as part of the selection process.

Essential requirements:

- Demonstrable experience in using climate science or natural hazard datasets and information (such as the UKCP18 Climate Projections, flood risk maps etc.), with an ability to extract and interpret relevant data, and translate that into meaningful insights for a variety of end user needs.
- Demonstrable experience in undertaking environmental risk assessments and knowledge of the constituent parts - hazard, exposure, sensitivity, vulnerability adaptative capacity.
- Excellent communication skills (oral and writing), with an ability to tailor outputs to a range of audiences and provide clear and concise advice, guidance, and interpretation of complex messages.
- Demonstrable experience in undertaking monitoring and evaluation exercises, with an ability to produce clear and concise update reports, including the reporting of sticking points and identification of areas in need of further support/change in tactics.
- Strong analytical and problem-solving skills.
- Passion for Scotland's historic environment and desire to contribute towards its safeguarding for future generations, with an understanding of its wider potential to support societal resilience.

Desirable requirements:

- Demonstrable experience of working with Geographic Information Systems (GIS) and spatial data.
- Knowledge of the UK and Scotland's Climate Change legislation and targets.
- An understanding of the UK Met Office Climate Projections including awareness and understanding of 'uncertainty', with an ability to communicate this effectively.
- Knowledge of relevant climate risk and adaptation frameworks and standards, such as Adaptation Scotland's 'Adaptation Capability Framework' and associated benchmarking tool.
- Demonstration of the above essential requirements in the context of the historic environment/cultural heritage.

Qualifications & Professional Memberships:

- An [SCQF Level 11](#) in Environmental Science, Earth Science, Climate/meteorology, Sustainability Studies, or a related field or relevant experience.



What we offer

We welcome applications from all nationalities, assuming that they have the right to work in the UK: applying for a job with us could open the door to a unique work environment. It will give you job satisfaction and excellent development opportunities, plus a competitive salary, 25 days paid holidays (rising to 30 days after 3 years' service) and 11.5 public holidays a year – pro rata for part time staff.

In addition, we offer a great benefits package to our employees which includes:

- flexible working hours (where appropriate)
- special leave
- maternity/paternity leave
- adoption leave
- reimbursement for relevant professional subscriptions
- support for further education and personal development
- study leave for work related courses
- access to a learning resource centre

Health and welfare

We offer you access to:

- our Employee Assistance Programme – for confidential advice and counselling
- an occupational sick pay scheme
- discounts at some local authority leisure facilities
- access to a free Headspace membership
- interest free loans for bicycles and annual travel passes (see 'season ticket' below)
- reasonable adjustments when needed, as part of our Equalities policy

Staff discounts

You will receive:

- free entry to all of our properties (with up to three guests)
- free entry to English Heritage, Manx and Cadw properties
- 20% off purchases in our retail outlets

Season tickets

You can receive an advance to help with the cost of buying an annual season ticket for travel between home and work. The advance is then repaid from your salary over the life of the season ticket. Available to all permanent and fixed-term staff.



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA

How to apply for this post

You can apply on-line by visiting our website at <https://applications.historicenvironment.scot/>

Guidance on completing the application can be found in the 'Guidance notes for applicants' document, also available at the above website, which we recommend that you read, in conjunction with this Job Description.

Your application must arrive by the advertised closing date. Please note that when applying online, we will only be able to see your application once you fully submit it.

If you are unable to complete an online application form, please email recruit@hes.scot, quoting the job title and recruitment reference, and we will arrange for an application form to be sent to you.

Please note that, as we operate an electronic recruitment system, we will contact you via the email address that you provide in your application to inform you of the outcome of your application.

For further information about the post, please contact Dr Mairi Davies (Climate Change Policy Manager) at Mairi.Davies@hes.scot.

We welcome all applicants from under-represented groups within HES. We know from our equality monitoring that we need to increase our diversity in terms of ethnicity and disability. We also want to address occupational areas where the ratio is disproportionately in favour of women or men. We ask all applicants to complete the Equality Monitoring section of the recruitment paperwork to help us pursue a diverse and inclusive workforce. In support of our Gaelic language plan, we welcome applications from Gaelic speakers.

Thank you.

Human Resources
Historic Environment Scotland