

Role Title: Adviser: Finance

Hours: Full-time (37.5 hrs pw)

Contract length: The post is funded to 30/6/28

Location: Glasgow or at a partner location in the Highlands/ Islands or South of Scotland

Salary: £35,000 per annum

Reporting to: Natural Capital Partnerships Manager

Information about how to apply

Please complete our online application process by 5.00 pm on Monday 16 December. If you have any questions about the role or the application process, please email our Chair, Ailsa Raeburn, ailsa.raeburn@communitylandscotland.org.uk

Applicants will be informed whether they have been shortlisted for interview by Friday 20th December. Interviews will be held on the 6th or 7th January 2025. It is unlikely we will be able to offer applicants alternative dates for interview.

Introduction

Community Land Scotland is recruiting an Adviser: Finance as part of our new Natural Capital Partnerships Team (NCPT).

The Adviser will have three principal responsibilities in the Team:

1. As part of the NCPT, support communities, landowners, developers and investors to develop partnership projects as outlined below
2. As part of the NCPT, provide support and guidance to colleagues in the Team around financial, investment and funding issues and complexities in partnership projects
3. Within Community Land Scotland, lead on overall financial management of the project, including working with the organisation's accounts team and Treasurer to manage the project finances, provide quarterly project management reports for the Board and compile and submit all grant claims and reports for the project.

Each team member within the Team will have responsibility for a region but will also bring thematic expertise. The Finance role will have a caseload of their own clients in a particular region of Scotland (Highlands and Islands, Central Belt or South of Scotland) but will also work with colleagues in the rest of the team to ensure that communities have access to financial expertise.

The Natural Capital Partnerships Team is a new project created to work across Scotland's community, private and public sectors, supporting the transition to net zero. As investment increases in nature-based solutions to address the climate and biodiversity crises, it is



important that the opportunity to engage communities appropriately is embraced, to secure greater community benefits from natural capital developments, support community wealth building objectives, and reduce the risk of communities being marginalised.

The Scottish Government's recently published [Natural Capital Market Framework](#) sets out its ambition to attract greater responsible private investment into values-led, high-integrity natural capital projects, by promoting its Principles for Responsible Investment in Natural Capital. These principles highlight the need for shared public, private, and community benefits.

However, challenges like language, power dynamics, and expertise can hinder collaboration between communities, investors and developers. This new team will bridge these gaps, supporting partnerships to develop that will support delivery of the SG Natural Capital Market Framework and ensure meaningful community involvement and alignment with the Just Transition Commission's 2021 report, which advocates for fair land management and wider benefit distribution in the shift to net zero

About Community Land Scotland

Community Land Scotland was established in 2010 to provide a collective national voice for community landowners in Scotland. We have over 130 member organisations across Scotland, ranging from large crofting estates in the Western Isles to inner city community hubs. Collectively, members own and manage over 550,000 acres of land and a wide range of buildings in rural and urban areas.

Community Land Scotland is a small organisation with a big impact. It works to: be a collective voice for community owners; encourage more community ownership of land and buildings; facilitate mutual support and knowledge exchange between community landowners and collaborate with other organisations to ensure community landowners get the support they need.

Community ownership has shaped Scottish land reform and played a key role in the Community Empowerment Act. Over 500 community organisations now own land or buildings across rural and urban Scotland. Further information about Community Land Scotland and community ownership can be found at: www.communitylandscotland.org.uk

Natural Capital Partnerships

The Scottish Government has emphasised that natural capital investment should be "values-led" and "high-integrity," as outlined in its Principles for Responsible Investment in Natural Capital. These principles highlight the need for shared public, private, and community benefits.

However, challenges can hinder collaboration between communities, investors, and developers. This new team will bridge these gaps, supporting partnerships to develop that will ensure meaningful community involvement and alignment with the Just Transition Commission's 2021 report, which advocates for fair land management and wider benefit distribution in the shift to net zero.



The new team will:

- Develop relationships and productive collaboration between local communities, landowners, developers and nature finance investors to deliver socially just natural capital investments across Scotland. It is expected this will lead to individual agreements between landowners, developers and communities to share the benefits of Scotland's natural capital more equitably.
- Further develop collaborative relationships between the funders and stakeholders of the project, and community intermediaries, development agencies, National Park Authorities, Scottish Government, landowners' intermediaries and advisers, landowners, the nature finance sector and project developers.
- Develop, test and share learning from case studies that seek to increase community benefits and community wealth building outcomes from natural capital developments and nature finance, guided by Scottish Government's [Natural Capital Market Framework](#) and the Scottish Land Commission's [good practice protocol](#) and [Guidance on Delivering Community Benefits from Land](#).
- Cover all forms of natural capital projects, be they land or marine based, and be they focused on climate change mitigation, climate change adaptation or biodiversity, will be within the scope of the project. We are looking to appoint team members with an understanding of land and marine natural capital developments, nature finance and community engagement and empowerment.

The posts and the project are funded with the support of the following and others:

- Esmee Fairbairn Foundation
- Foundation Scotland
- Scottish Forestry
- South of Scotland Enterprise

Other project supporters include the Scottish Land Commission, Highlands and Islands Enterprise, Cairngorm National Park Authority and Loch Lomond and Trossachs National Park.

The team will be supported by a Partnership Board comprising a range of organisations but will sit within Community Land Scotland.

About the Role

Adviser: Finance

The role of the Adviser: Finance is to support communities with natural capital projects and work with developers, landowners and investors, with a particular focus on finance and to set up, manage and wind down financial management systems for the project itself. The key responsibilities for this post are:

- Set up financial management processes and be responsible for budgeting, claims and reporting for the project. This postholder will also stay on for a short period after the



rest of the project has ended to ensure the project to manage any final claims and financial reporting.

- Sit on and report to Community Land Scotland's Finance Sub-Group and work with Community Land Scotland Treasurer and Finance and Administration Officer to help prepare the organisation for audit
- Provide support to colleagues in the NCP team to ensure that communities across Scotland are able to access financial expertise
- Raise awareness and generate good practice in delivering community benefits from natural capital projects within a selected region of Scotland
- Collaborate and develop activities and agreements between communities, landowners and investors
- Actively promote the use of shared governance and asset ownership arrangements where appropriate to increase community agency in decision making over land use change arising from natural capital developments;
- Contribute to the development of national policy on community benefits from nature finance
- Develop effective relationships with local and specialist stakeholders, including third sector intermediaries, to support the delivery of the team's objectives that will result in an increased impact of the project, looking for communication opportunities to increase the impact of and reach of the project
- Work with NCP team members to strengthen relationships among funders, stakeholders, community intermediaries, government bodies, landowners, and the nature finance sector across Scotland
- Develop and share financial models, case studies and best practice protocols.
- Help to build relationships with the media and identify appropriate stories for media coverage in your region
- Work collaboratively with Community Land Scotland colleagues to ensure the work of the Nature Capital Team contributes to the policy and operational objectives of the organisation
- Any other tasks as identified by Community Land Scotland



Person specification

Criteria	Essential	Desirable
Qualifications & professional experience	<ul style="list-style-type: none"> • Experience in one or more of: corporate finance, investment banking, accountancy, venture capital, private equity, management consultancy, advisory and/or project management • Experience of providing guidance and support to facilitate meaningful change 	<ul style="list-style-type: none"> • Accountancy qualification • Experience of providing and developing guidance in a similar or complex environment
Community development	<ul style="list-style-type: none"> • A commitment to working with and supporting communities 	<ul style="list-style-type: none"> • Good understanding of rural communities • Experience of working with communities in a paid or voluntary role
Nature finance	<ul style="list-style-type: none"> • Awareness of the principles and practice associated with natural capital and nature finance 	<ul style="list-style-type: none"> • Practical nature finance mechanisms, motivations and outcomes
Communications & stakeholder engagement	<ul style="list-style-type: none"> • Ability to build relationships and engage constructively with a wide variety of stakeholders, including community organisations, landowners and investors • Ability to influence and negotiate to support the delivery of projects 	<ul style="list-style-type: none"> • Ability to work with a wide range of different groups and broker communications amongst potentially conflicting motivations and views; • Ability to communicate in Gaelic.
Financial management	<ul style="list-style-type: none"> • Strong financial management skills 	<ul style="list-style-type: none"> • Experience in developing and writing business cases and in financial project planning;



		<ul style="list-style-type: none"> • Ability to share learning to influence policy and/or practice
Other	<ul style="list-style-type: none"> • Excellent communication skills – verbal, written and presentational; • Good IT skills including word, PowerPoint, excel and planning software; • An ability to work in a small, dynamic, mission-driven organisation • A commitment to the fairer distribution of the benefits from landownership • Full UK Driving Licence and access to a car • Willingness to travel across all of Scotland and work during weekends and evenings 	

