

**Role Title:** Natural Capital Community Partnerships Manager

**Hours:** Full-time (37.5 hours per week)

**Contract length:** The post is funded to 31 March 2028

**Location:** Flexible, subject to agreement, must be in Scotland

**Salary:** £40,000 per annum

**Reporting to:** Director of Communities and Operations, Community Land Scotland

**Information about how to apply**

Please complete our online application process by 12.00pm on Monday 19 January 2026. If you have any questions about the role or the application process, please email Sally Reynolds, Director of Communities and Operations, Community Land Scotland ([sally.reynolds@communitylandscotland.org.uk](mailto:sally.reynolds@communitylandscotland.org.uk)).

Applicants will be informed whether they have been shortlisted for interview by Thursday 22 January. Interviews will be held on the Tuesday 27 January 2026 in Glasgow. It is unlikely we will be able to offer applicants alternative dates for interview.

**Introduction**

Community Land Scotland is recruiting a manager for our Natural Capital Community Partnerships project.

The Natural Capital Community Partnerships (NCCP) project launched at the beginning of 2025 to build partnerships between Scotland's community, private and public sectors. Led by Community Land Scotland in partnership with the Scottish Land Commission, the project is helping deliver Scottish Government expectations that communities are involved in decisions and benefit from Scotland's land.

The Scottish Government's [Natural Capital Market Framework](#) sets out its expectations for responsible, high-integrity private investment to address the twin crises of climate change and biodiversity loss. This includes an expectation that investment in, and use of Scotland's natural capital should create benefits that are shared between public, private and community interests, contributing to a just transition.

The Natural Capital Community Partnerships project brings together a wide range of stakeholders to help support the practical delivery of the Natural Capital Market Framework. It aims to ensure the investment in natural capital required to address the twin crises is managed in a fair and just way, and that the communities affected share in the benefits it delivers.

**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 140 member organisations across Scotland, ranging from large crofting estates in the Outer Hebrides 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: <https://www.communitylandscotland.org.uk/>.

### **Natural Capital Community Partnerships**

The Scottish Government is committed to using Scotland's land to address the twin crises of climate change and biodiversity loss but recognises that there are a wide range of stakeholders impacted by land use change and that the benefits and risks from such changes need to be shared fairly.

The Natural Capital Community Partnerships team provides on the ground practical support to landowners, investors and communities to build relationships and partnerships to ensure the benefits of investment in, and use of natural capital are shared proportionately and fairly.

The Natural Capital Community Partnerships manager will lead the team to:

- Develop relationships and productive collaboration between local communities, landowners, developers and nature finance investors to deliver socially just natural capital investments across Scotland.
- Provide practical on-the-ground support for all parties to agree community benefits from natural capital investment. This process is guided by the Scottish Land Commission's [Community benefits from natural capital investment: Route Map](#).
- Work closely with a broad range of stakeholders to share learning and increase the impact of the project across relevant sectors.
- 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 [Guidance on Delivering Community Benefits from Land](#) and [Community benefits from natural capital investment: Route Map](#).
- Work across a range of types of natural capital projects and with a broad range of stakeholders to ensure all types of landowners and natural capital projects are considered.

The funders supporting the project are Esmée Fairbairn Foundation, Foundation Scotland, Highlands and Islands Enterprise, Scottish Forestry and South of Scotland Enterprise. The project is also working in collaboration with the Scottish Land Commission, Cairngorm National Park

Authority and Loch Lomond & The Trossachs National Park.

The Natural Capital Community Partnerships project is supported by the Natural Capital & Community Benefits Partnership Board comprising a range of organisations.

The Natural Capital Community Partnerships team is supported by Community Land Scotland's Director of Communities and Operations and reports to the Natural Capital & Community Benefits Partnership Board. The Natural Capital Community Partnerships team currently includes a manager and two advisers – one with a focus on nature finance and one covering the South of Scotland. Community Land Scotland are currently recruiting an additional adviser to increase the team to four. This post will replace the manager who has recently moved role to become our Director of Communities and Operations.

## About the Role

### Natural Capital Community Partnerships Manager (NCCP Manager)

The role of the NCCP Manager is to lead a small, distributed team across Scotland to support the delivery of the Natural Capital Community Partnerships Project.

The key responsibilities of the Manager are:

- To lead and support the Natural Capital Community Partnerships team to achieve the agreed strategic and operational objectives.
- Manage all project reporting including quarterly meetings with the Natural Capital & Community Benefits Partnership Board.
- Line manage and provide guidance and support to team members to deliver their specific objectives.
- Lead the delivery of a programme of awareness-raising opportunities and good practice in delivering community benefits from natural capital projects.
- Support and guide team members in their collaborative activities and agreements between communities, landowners and those involved in nature finance to deliver meaningful community benefits and support community wealth building through natural capital developments.
- Support and guide team members to 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.
- Work with the Community Land Scotland Policy and Advocacy Team to help inform the development of national policy on community benefits from nature finance and other natural capital policy development.
- Develop effective relationships with stakeholders to support the delivery of the team's objectives and increase the impact of the project.
- Look for communication opportunities to increase the impact of and reach of the project and representing the project in the media.
- Represent the project at meetings and public facing events.
- Any other tasks as required by Community Land Scotland.

## Person specification

Criteria	Essential	Desirable
<b>Qualifications &amp; professional experience</b>	<ul style="list-style-type: none"> <li>• 3-5 years' experience of project management</li> <li>• A sound understanding of the land ownership / management sector and of land management issues</li> <li>• Experience of line managing a team</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of providing and developing guidance in a similar or complex environment</li> <li>• 3-5 years of professional experience in natural capital</li> </ul>
<b>Community development</b>	<ul style="list-style-type: none"> <li>• Experience of delivering, or supporting the delivery of, complex project management within communities</li> <li>• Demonstrable experience of affecting positive change within communities</li> </ul>	<ul style="list-style-type: none"> <li>• Leading complex project delivery within communities</li> </ul>
<b>Nature finance</b>	<ul style="list-style-type: none"> <li>• Demonstrable understanding of nature finance and nature restoration</li> </ul>	
<b>Communications &amp; stakeholder engagement</b>	<ul style="list-style-type: none"> <li>• Ability to build relationships, engage constructively and influence and negotiate with a wide variety of stakeholders, including community organisations, landowning organisations investors and government</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work with a wide range of different groups and broker communications amongst potentially conflicting motivations and views</li> <li>• Ability to communicate in Gaelic</li> </ul>
<b>Project management</b>	<ul style="list-style-type: none"> <li>• Strong project management skills and the proven ability to lead successful projects</li> <li>• Experience of financial management of projects</li> <li>• Experience in evaluation and monitoring activities</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to share learning to influence policy and/or practice</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills – verbal, written and presentational</li> <li>• Good IT skills including word, PowerPoint, excel and</li> </ul>	

	<p>planning software</p> <ul style="list-style-type: none"> <li>• An ability to work in a small, dynamic, mission-driven organisation</li> <li>• A commitment the fairer distribution of the benefits from landownership</li> <li>• Full UK driving licence and access to a car</li> <li>• Willingness to travel and work during weekends and evenings</li> </ul>	
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