

Test & Trial Facilitator: How can we deliver multiple outcomes at landscape scale on commons?

We are excited to be recruiting two part-time Test and Trial (T & T) Facilitators to help us deliver our contract with Defra. With one facilitator working with stakeholders and commoners in the New Forest and one working with stakeholders and commoners in the Malvern Hills.

The Foundation for Common Land provides a single voice to co-ordinate knowledge and share learning across Common Land. We work with commoners' associations and federations, owners of common land, environmental NGOs, parliamentarians and farming bodies.

We will work with the stakeholders in both the New Forest and Malvern Hills to deliver this Landscape Recovery Test and Trial which will explore the governance and practicalities of Landscape Scale Environmental Land Management (ELM) on lowland commons answering the question for Defra: How can we deliver multiple outcomes at landscape scale on commons?

Job title: Test & Trial Facilitator

Location: Home based with meetings and workshops in various locations.

Employer: Foundation for Common Land

Line Manager: Lyndsey Stride, FCL

Reporting to: Defra T&T Officer, FCL Trustees.

Hours/Duration: 0.6 FTE for 18 months (the equivalent of 3 day per week over a 18-month period).

The number of days worked per month may vary to fit in with the seasons and farming calendar. This post will require some out of office hours, including evenings and weekends, for which time off in lieu will be granted. There will be no payment of overtime.

Salary: £36,000 pro rata (i.e. £21600 per annum for a 0.6 FTE post)

Other: 126 hours annual leave including pro rata allowance for public holidays

Pension: 3% employer contribution and 5% employee contribution

Application process

Closing date: Midday 18th February 2022

Interviews: Week beginning 21st February

Start date: As soon as possible, phased start possible.

How to apply: Please e-mail a 2 page CV and 2 page covering letter detailing your experience, knowledge and skills, and what you will bring to the project and FCL.

Email to: lyndsey@foundationforcommonland.org.uk

Any questions: please e-mail lyndsey@foundationforcommonland.org.uk and julia@foundationforcommonland.org.uk

Job Description

Test & Trial Facilitator: How can we deliver multiple outcomes at landscape scale on commons?

Job Title:	Test & Trial Facilitator
Salary	£36,000 pro rata
Hours worked	The equivalent of 3 days per week over a 18-month period. The number of days worked per month may vary to fit in with the seasons and farming calendar.
Based At:	Home based with some potential for hosting with a partner organisation
Employment arrangements	Employed by the Foundation for Common Land (FCL) and line managed by Lyndsey Stride

Job Role:

The two Test & Trials (T & T) Facilitators will together deliver a £195k Defra funded Test & Trials project on lowland common land, focussing on the New Forest and Malvern Hills. The T & T Facilitators will oversee the delivery of the activities in this T & T in each of their respective areas as well as working together to monitor and evaluate the outcomes and write regular update reports for Defra. You will assemble and facilitate local representative collaborative partnerships in each area and engage with a range of people (including farmer/graziers, common land owners, public sector and conservation staff) involved in this T & T. You will arrange the communications output (website, blogs etc) so this T & T obtains visibility and impact within the sector. Create additional resources for the FCL Commons Toolkit which is available on the FCL website to support commons in developing and delivering ELM at Landscape Scale. As well as recruiting and working with experts to support the delivery of the T&T, you will oversee the delivery of the Defra Contract and prepare detailed financial breakdowns. Administrative support equivalent to 1 day per week will be available. Where necessary the T & T facilitator will be able to draw on support and expertise of FCL.

Background

The UK's departure from the EU and the CAP provides the opportunity to redesign agricultural policies to meet environmental ambitions, while supporting the farming sector. Defra is in the process of designing a new farm support system based on 'public money for public goods' known as Environmental Land Management Scheme (ELM).

Through ELM, farmers, foresters and other land managers will be paid for managing their land in a way that will deliver against key 25 Year Environment Plan goals: clean air; clean and plentiful water; thriving plants and wildlife; protection from and mitigation of environmental hazards; beauty, heritage and engagement with the environment; mitigation of and adaptation to climate change,

particularly to support the delivery of the Government's net zero targets. Defra are still developing the final set of priorities for ELM.

Common Land exists in every county in England and comprises, by area, 21% of all SSSIs. 82% of common land is in Protected Landscapes and so effective mechanisms for enhancing nature on commons is critical to achieving the Governments 30x30 ambition. Commons are critical to landscape scale recovery, acting as both reservoirs and connectors for nature recovery and allow networking between areas in private ownership.

As part of the ELM design process Defra has established and launched a programme of 'Tests and Trials'. Having carried out a Test and Trial in phase 1 which focused on 8, predominantly upland, commons we are excited to be able to deliver this next step Test and Trial which focusses on the lowlands and Landscape Scale ELM.

This T & T delivered by the Foundation for Common Land (FCL) in collaboration with the stakeholders and commoners in each protected landscape.

The contract for the Test and Trial is between Defra and FCL who will employ the T & T facilitators. This person will be line managed by Lyndsey Stride, FCL Project Development Officer.

For more detail, see Appendix 1: Abridged Project Proposal.

Main Responsibilities and accountabilities

- Contract management of the Defra Test & Trial: How can we deliver multiple outcomes at landscape scale on commons?
- Establish and facilitate good working relationships with stakeholders, commoners and experts. Facilitating regular meetings and workshops to deliver the outcomes of the T&T.
- Develop and deliver a communications plan for the T & T including regular blogs, vlogs, social media posts.
- Analyse quantitative and qualitative data, draw together the learning and produce clear concise reports
- Plan and deliver regional workshops
- Ensure the T & T activities and outputs are completed in time and to budget
- Prepare and submit claims to Defra and reports to the Project Board

Pay and Conditions

The post is offered as a fixed term appointment for a period of 18 months. The gross salary offered is £36,000 pro rata. Some travel round England will be required. Use of a private car for project business is paid at a rate of 25p per mile.

The post is a 22.5-hour week (0.6 FTE). The post holder will be expected to carry out some weekend work and to attend evening meetings.

The post will be home based with regular meetings and workshops in each locality with some face to face collaboration with project managers and co facilitators.

FCL does not discriminate in employment matters based on race, colour, religion, gender, age, sexuality or any other protected class. We support workplace diversity and believe it creates dynamic, relevant organisations, fostering spaces for innovation and creativity. We are working hard to increase the diversity of our team and encourage you to be a part of it.

Person Specification	
Qualifications	Qualified to degree level or equivalent experience in relevant field.
Experience	<ul style="list-style-type: none"> Experience of successful contract management Experience of report writing Experience of engaging with farmers, public sector bodies, conservation NGOs and land agents Experience of collaborative working Experience of GIS Experience of writing blogs and vlogs Experience of research, reflection and action Experience of managing budgets Experience of legal matters
Skills	<ul style="list-style-type: none"> Excellent face to face communication with people from all walks of life Develop and implement participatory engagement methodologies Good analytical and written skills including report writing, newsletters, social media and blogs Good networking skills Good computer skills including experience of GIS mapping or ability to learn the basics Competent at giving presentations. Facilitation and coaching skills Driving licence

Knowledge	Good knowledge and understanding of extensive livestock farming / commoning, common land, farm support schemes and rural issues.
Disposition	<p>Self-motivated</p> <p>Well organised, able to prioritise work and meet deadlines</p> <p>Resilient and ability to adapt to change and uncertainty</p> <p>Enthusiastic and able to enthuse others</p>

Application process

If you're interested in this role and joining us, we would be delighted to hear from you.

Please e-mail a 2 page CV and 2 page covering letter detailing your experience, knowledge and skills, and explain why you think this is the job for you to: lyndsey@foundationforcommonland.org.uk

Any questions, please e-mail lyndsey@foundationforcommonland.org.uk and julia@foundationforcommonland.org.uk

The closing date for applications is midday Friday 18th February 2022.

Shortlisted applicants will be invited to an online interview during the week beginning 21st February 2022.

Appendix 1

Test & Trial: How can we deliver multiple outcomes at landscape scale on commons?

Abridged version of proposal to Defra

A. Summary

This test & trial will focus on lowland commons, including the New Forest and Malverns in contrast to our current T&T which is more focused on upland commons and SFI/LNR. We will work with a minimum of 375 Land Managers and a range of stakeholders including statutory bodies and local interest groups.

This test and trial has three phases and addresses the following Landscape Recovery categories:

- What are the different mechanisms to achieve the objectives of Landscape recovery?
- Testing Landscape Recovery Components
- Testing the practicalities of using LMPs for agreements with varying complexity

PHASE 1

This phase will focus on how best to engage and incentivise land managers in landscape recovery and in so doing answer these policy questions:

- a) How to incentivise land manager participation in Landscape Recovery projects?
- b) How to incentivise land manager participation and collaboration in Landscape Recovery projects and determine appropriate payment mechanisms

We will test the quantum and distribution of payments between multiple parties in a Landscape Recovery scheme to deliver value for money while ensuring sufficient take up to address the nature crisis. The key question on commons is; “Do payments follow property rights, or follow active actions for environmental outcomes, or a hybrid approach.” The phase out of BPS will change the dynamics between grazing and non-grazing commoners. Non graziers may disrupt the delivery of public goods if not adequately managed, this management may differ between commons and depending on the type of rights held.

Our local facilitators will engage stakeholders through small focus groups, 1:1 meetings and two small workshops (i.e. private landowners, government bodies, arms- length bodies including Forestry England, National Trust, Local councils, statutory bodies such as the Verderer and Malvern Hills Trust, the National Park, AONB, commoners in each area and their representative associations.) to develop an understanding of the landscape and issues affecting each area in relation to Landscape recovery.

We will then hold two workshops with a minimum of 30 land managers across both areas to address policy questions a and b and depending on the workshop outcomes, relevant experts in mediation;

commons legality, and gap analysis will be engaged to develop core threads from these workshops. An analysis study to identify gaps in surveys and data which could prevent the creation of long-term agreements will also be undertaken to prepare for phase 2 & 3, and an interim report will be produced to highlight the key learnings from this phase.

PHASE 2

The second phase will focus on both the practicalities and legalities of how to construct agreements on lowland commons helping to answer the policy question

c) How to construct agreements for different land ownership structures e.g., individual and group agreements, tenants, commons?

Common's property rights are split between a range of parties, most notably the owner and commoners. In addition, the public have a statutory right of Open Access. Delivering landscape scale recovery will require all property and statutory rights to be respected, governed and managed. While we have 30 years' experience of commons agri-environment scheme agreements, Landscape Recovery, being longer term and more ambitious, requires a refreshed approach to construct agreements that deliver the agreed outcomes.

We will deliver 6 workshops to address this policy question which will include landowners, commoners, and stakeholders (inc. statutory bodies, other interest groups e.g., local Wildlife Trusts, RSPB, and local interest groups) and legal/ financial experts. This will include a minimum of 15-30 land managers in each landscape.

These workshops will explore the different options for agreements and associated risks and benefits, which payment mechanisms could work in each landscape, the pros cons of each mechanism, the practicalities of bringing together several different HLS agreements and the legal aspects of bringing together multiple land managers and previous HLS schemes.

We will also examine how non-common land adjacent to commons, could be integrated to enhance the impact. The Verderers HLS has incorporated some collaborative working between HLS schemes, and this T&T will build on this learning and explore collaborative schemes, agreements and management options

An interim report will then be produced to highlight relevant findings and evidence

Phase 3

This phase will focus on constructing long term agreements of 30 + years and answer the key policy question:

d) How to construct long-term agreements (30+ years), potentially incorporating conservation covenants to safeguard investments in land use change and associated environmental outcomes.

The necessity is to ensure agreements on commons are enforceable and allow for changes given the long duration of the Landscape Recovery scheme. Landscape recovery needs to be responsive to changes in the natural environment as well as inevitable changes in the parties to the scheme as rights are transferred.

We will approach this phase by delivering 4 consultation workshops with key stakeholders, ecologist experts, public goods specialists, and legal advisers, to explore options for developing long term agreements to safeguard investments and environmental outcomes as well as mechanisms to adapt and change agreements

We will also draft and test documentation and governance deeds for the nesting of scheme delivery between parties drawing on Principles of Adaptive Co-management as developed by Per Olsson Carl Folke and Fikret Berkes.

We will appoint staff and specialist advisors in both the New Forest and as a contrast in the lowland area of the Malverns where landscape scale nature recovery is possible. The advisors will require skills of working with commons or large and complex landscape with excellent relationship management skills.

Commons Toolkit

As part of each of these three phases, we will also develop additional related resource for the Commons Toolkit which was created through our current commons Test and Trial. The toolkit provides practical resources to support the planning and preparation for ELM on commons. Understanding the public goods, how they can be enhanced, how to bring together all parties etc.) It has been created to support land-managers, commoners, and owners on commons.

The toolkit will be further developed within this test and trial to support commons in engaging with and incentivising land managers; and will include how to construct agreements, select payment mechanisms, and ensure all stakeholders are engaged.

B. Resources

This T & T will pay for:

- T & T facilitators and other direct staff costs
- fees for attendance at engagement activities
- Meeting venues and refreshments
- National travel and subsistence