

Role Profile

Connectivity Tree Officer			
Reference No.	FCCT/CTO/2026	Type	Individual
Service	Conservation & Engagement		
Job Family	FCCT - Professional	Grade	FC6
Key Responsibilities - For this role, there is an expectation that all, or a combination, of the following will be undertaken:			
Support delivery of Fife Climate Forest connectivity work through desk-based assessment and site visits, identifying and evaluating woodland creation, hedgerow, riparian, individual-tree agroforestry, and other planting opportunities and constraints, and gathering the information needed to progress appropriate woodland creation proposals.			
Use GIS and Fife Climate Forest mapping tools to map sites, assess landscape connectivity and record new and potential planting opportunities accurately.			
Engage directly with partners and landowners, explaining available planting options and supporting them through the early stages of scheme development and delivery.			

Purpose		
To support delivery of Fife Climate Forest connectivity outcomes across Fife, working with partners to identify, assess and progress woodland creation and other tree and hedgerow opportunities. The postholder will support the Fife Climate Forest Manager and Connectivity Lead with seasonal project delivery, including the Working Land: Working Trees and Biomass Feasibility project workstreams. The post will be part of the Fife Coast and Countryside Trust (FCCT) Conservation and Engagement team and work closely with Fife Climate Forest partners and other relevant agencies.		
Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
Educated to SCQF Level 8, which includes an HND or equivalent in forestry, countryside management, land management, environmental management or a related subject. Demonstrable relevant experience will also be considered.	✓	
Experience of practical countryside, forestry or land management, including tree planting, woodland establishment or tree care.	✓	
Experience of GIS mapping and spatial data, with the ability to map sites and interpret landscape information.	✓	

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Provide support for the Stepping Stones programme, and also manage hedgerow enquiries and projects, including identification of suitable opportunities, site assessment, mapping and practical consideration of establishment, restoration and management.	Ability to evaluate woodland creation and tree planting opportunities and constraints during desk-based assessment and site visits.	✓	
Support riparian woodland and planting proposals, considering watercourse constraints and relevant land-management issues and potential impacts where appropriate.	Organisational skills, sound time management and confidence to take initiative to progress work with limited day-to-day supervision.	✓	
Assist with preparation of site information, maps, photographs, measurements, species and establishment information and other documentation required to progress planting schemes, working with Fife Climate Forest partners and relevant agencies including Scottish Forestry, Woodland Trust Scotland and Fife Council.	Ability to communicate effectively and build constructive working relationships with landowners, colleagues and partner organisations.	✓	
	Good written communication, record keeping and report writing skills with attention to detail.	✓	
Support seasonal tree and hedgerow delivery, including landowner liaison, tree orders, logistics, distribution, planting preparation, establishment checks and follow-up as required.	Ability to apply existing knowledge and experience to unfamiliar situations and respond positively to changing or unexpected work priorities.	✓	
Maintain accurate records of enquiries, site visits, planting proposals and delivery outputs, and contribute to monitoring and reporting against Fife Climate Forest targets.	IT skills, including competence with Microsoft Office and digital data collection or mapping systems.	✓	
Work constructively with colleagues, partners and land managers with different perspectives, applying professional judgement and escalating complex or sensitive matters appropriately to the Fife Climate Forest Manager and Connectivity Lead.	Ability to travel to and work independently from various rural locations throughout Fife.	✓	
	Knowledge of woodland establishment, species selection, protection and aftercare.	✓	
Plan and manage an allocated workload, taking initiative to progress agreed tasks and adapting priorities when new or unexpected operational requirements arise.	Knowledge of Scottish Forestry grant schemes and woodland creation processes.		✓
	First aid qualified.		✓
Contribute to wider Fife Climate Forest objectives, including connectivity-related training, events and tree giveaways where required, and share learning and good practice.	Knowledge of the UK Forestry Standard (UKFS) and UK Woodland Assurance Standard (UKWAS).		✓

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Undertake all other duties as required for the role. Duties will be in line with the grade.		Experience of working with farmers, private landowners or rural businesses.		✓
		Knowledge of Scottish agricultural support schemes, including BPS, Enhanced Greening/EFA, AECS and Whole Farm Plan requirements, and awareness of the practical and financial challenges facing farmers.		✓
		Experience of developing or delivering woodland, hedgerow, agroforestry or riparian planting projects.		✓

Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following:				
Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:		Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility		
Regular travel to farms, rural sites and FCCT locations throughout Fife.		Driving License		✓
Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required				
Type of Protection of Vulnerable Groups (PVG) or other Disclosure check (choose only one).	PVG Children ☐	PVG Protected Adults ☐	PVG Both ☐	None ☒
	Basic Disclosure ☐	Standard Disclosure ☐	Enhanced Disclosure ☐	
FCCT Aims & Objectives				
Our Mission Connecting the environment and people. Our Vision				

Role Profile

We lead in the care of Fife's outdoors. Working together with you, we create a healthier environment that supports wellbeing and sustains the balance between people and the natural world.

Core Values

- Inclusive, caring, and generous.
- Fair, respectful, and charitable.
- Agile, proactive, and aspirational.
- Knowledgeable and information led.