



**SCOTTISH  
POLICY  
GROUP**

**BRITISH ECOLOGICAL SOCIETY**

## **2021/22 BES Policy Fellowship with NatureScot**

The British Ecological Society is committed to making the best scientific evidence available to decisionmakers, and supporting members to build their policy engagement skills and enhance the impact of their work. The BES Policy Fellowship offers an ecologist the chance to spend up to nine months on a placement embedded within a government department or agency, applying their scientific expertise to a practical policy challenge. The 2021 Fellowship will be hosted by NatureScot.

The Fellowship will provide a prestigious opportunity for BES members to gain first-hand experience of working within government, improving their policy knowledge and awareness, developing their science - communication skills, and building their professional networks at an exciting and crucial time for environmental policy. The Fellowship will also help to foster wider links between the ecological and policy communities, and support policy development informed by outstanding science.

### **Nature of the Fellowship**

#### **Eligibility**

Applications to the BES Policy Fellowship will be open to any BES member with two or more years' research experience post-PhD. The Fellowship is only open to those who have UK Citizenship or an **existing** visa to work in the UK for the duration of the Fellowship.

#### **Possible work areas:**

The fellow will work on the application of Nature Based Solution in Scotland. In particular, they will contribute to some or all of the following tasks, depending on prevailing policy needs:

- Quantify the contribution that NbS solutions can make to both protecting marine and terrestrial stocks of carbon and enhancing them, measuring benefits in both total stocks and levelised annual removals (i.e. averaged over the lifetime, taking account of significant changes as NbS mature) to inform or relate to Scotland's greenhouse gas inventory and reporting protocols. For a range of habitats this will cover what we know, gaps and how/when they could be filled and the urgency of doing so.
- Outline the exposure of NbS to the impacts of climate change (pests, floods, fire, drought, floods etc), likely losses, levels of over-investment required, managing risks at a landscape scale (based on The Climate Change Committee's third Climate Change Risk Assessment).
- Outline the additional benefits of NbS in urban settings, notably health and wellbeing.

- Work closely with relevant NatureScot and Environment and Economy Leaders Group leads.
- Work closely with the Scottish Government on the implementation of the Scottish Biodiversity Strategy and the Scottish Climate Change Adaptation Programme.

We will endeavour to ensure that The fellow works closely with The Climate Change Committee and Scotland's Climate Exchange.

NatureScot will provide a named line manager for the Fellow. The placement would ideally be based in NatureScot offices in Edinburgh, with travel to attend meetings and events in Scotland. However, please note that homeworking may be required due to any COVID-19 restrictions.

The Fellow will remain employed by her/his home institution for the duration of the placement.

### **Duration**

The Fellowship will last between three and nine months (full-time or part-time), with the precise duration of the placement to be agreed between NatureScot, the Fellow and the Fellow's home institution.

### **Start Date**

The Fellowship will ideally begin in November 2021, with the exact start date to be agreed between NatureScot, the Fellow, and the Fellow's home institution.

### **Other Requirements**

The 2021 Fellow will:

- Complete a defined project for NatureScot within the agreed deadline.
- Contribute to related work on evidence management, analysis and policy development as a member of NatureScot.
- Actively share the knowledge and experience gained through the Fellowship with the wider BES membership (e.g. through two articles on the BES website or in the Niche,).
- Ensure all communications, outputs and products are approved by NatureScot before publication.

The 2021 Fellow may:

- Support external academic engagement activities undertaken by NatureScot, for example assisting with seminars and workshops with external stakeholders and representing NatureScot's work at external academic meetings.
- Submit a mid-placement progress report to the BES and NatureScot, outlining progress against agreed objectives.
- With support from the BES and NatureScot, arrange at least one knowledge exchange event (to be held at NatureScot/BES/host institution as appropriate) to discuss the outputs and learning from the project with a wider policy and/or scientific audience.

The host organisation (NatureScot) will:

- Provide a named line manager for the Fellow for the duration of the placement.
- Identify a defined project for the Fellow, with clear objectives and success criteria, and an appropriate scope and timeframe.
- Provide facilities including desk space and a laptop configured for NatureScot networks (please note, this may be subject to change due to COVID-19 restrictions).
- Provide a suitable induction programme for the Fellow and opportunities to engage in policy development.
- Provide feedback at the end of the placement in line with standard practice in the host organisation.
- Where full publication of the work undertaken by the Fellow is not possible, provide an impact report outlining how the results have been used.

The BES will:

- Identify and offer opportunities to engage more widely with the BES's policy work during the Fellowship e.g. through the activities of the BES-SPG.
- Provide funding for the duration of the placement as outlined below.
- Support the Fellow to organise at least one knowledge exchange event to discuss the outputs and learning from the project with a wider policy and/or scientific audience.

### **Conditions of work**

All Fellows must adhere to their employer's and NatureScot's requirements of independence from political or commercial interest through the placement. Fellows will need to give undertakings to respect a confidentiality agreement, specifying that information on policy advice and internal debate will not be disclosed without prior written agreement of the host organisation. Fellows will be required to seek security clearance as necessary for access to government office buildings and IT equipment. Insurance for the Fellow will be covered by the Fellow's institution.

### **Funding**

A maximum of £20,000 is available from the BES to support the Fellowship. Applicants are asked to specify and justify the amount of funding requested and how it would be spent.

Eligible expenditure includes:

- Salary costs for the applicant, including national insurance and superannuation, but not estates or indirect costs.
- Travel and subsistence, including accommodation.
- Other factors

Facilities, including laptop and office space will be provided by NatureScot (may be subject to change due to COVID-19 restrictions).

## Application Procedure

**Applications will open on 28<sup>th</sup> July 2021.** Applications will be via the grants portal on the BES website. You will need to register into our online grants system, complete your contact details, and navigate to 'Your Applications'.

<https://bes.flexigrant.com/>

Alongside the application form, candidates will be asked to provide:

- A CV.
- A letter of support from the Head of Department/School at the applicant's home institution indicating that they agree to the applicant taking time away from their normal duties to complete the Fellowship according to the requirements and conditions set out above.
- An equality and diversity monitoring form.

Initial shortlisting will be conducted by a review panel consisting of the SPG Committee Vice-Chair, one representative of NatureScot, the BES Policy Manager and the BES Policy Officer supporting the work in Scotland. Shortlisted applicants will be invited to interview, with the interview panel comprising the one representative of the BES, one representative of NatureScot and one member of the SPG Committee.

Applicants will be scored against the following criteria:

- Motivation for and interest in the Fellowship.
- Science communication, collaboration and team working skills relevant to policy engagement.
- Scientific expertise relevant to the placement project.
- Skills necessary to widely share the outputs and learning of the Fellowship.
- Strong research record.