



Job specification

Role	Communications & Engagement Lead
Reporting to	Executive Director
Salary & benefits	£35,000-£40,000 25 days per annum paid leave plus statutory holidays 6% employer pension contribution
Hours	Full time – 35 hours per week Part time arrangements or job shares may be considered on a discretionary basis for the right candidate(s). The role will involve occasional work on evenings and weekends.
Term	Fixed term until March 31 st 2026, with the intention to extend subject to funding. Includes a six-month probationary period.
Place of work	The role will be based at the Findhorn, Nairn & Lossie Rivers Trust office, Logie Steading, Dunphail, Moray, IV36 2QN, with a hybrid, flexible working approach. Due to the nature of the role the successful candidate must be based in or close to the River Findhorn, Nairn and Lossie catchment areas. We are unable to support relocation costs.

About the role

This role helps bring the Findhorn, Nairn & Lossie Rivers Trust’s work to life — fostering nature connection, belonging and pro-nature behaviours across the Findhorn, Nairn and Lossie catchments, and amplifying our wider efforts in river stewardship, nature recovery and enabling a nature-positive local economy.

Working closely with the Executive Director, the role will interpret and deliver communications and engagement priorities, with overall organisational strategy and curation remaining with the Executive Director.

The successful candidate will create clear, inspiring communications and engagement that mobilise communities, partners, businesses and funders to support resilient landscapes for future generations.

About the Findhorn, Nairn & Lossie Rivers Trust

The Findhorn, Nairn and Lossie Rivers Trust (FNLRT) is a charity and place-based nature restoration organisation, uniquely positioned to play a key role in improving local resilience in the face of the nature and climate emergencies.

We work at a catchment-scale, and in partnership with landowners and land managers, our local communities and businesses, blending sources of funding and delivering action to protect and restore our rivers, their watersheds, and the wildlife which inhabits them.

The aims of the FNLRT are:

- To restore resilient habitats and biodiversity in our rivers and their watersheds
- To foster pro-nature behaviour changes amongst the people who live and work in our catchment areas
- To ensure the River Findhorn, Nairn and Lossie watersheds serve as climate and biodiversity strongholds for generations to come

FNLRT been undergoing an evolution as an organisation since publishing its [2021-26 Management Plan](#). Building on our reputation as a trusted local conservation organisation and the success of the [‘SISI’ invasive non-native species control project](#), in 2022 FNLRT launched the [Findhorn Watershed Initiative](#) – a multi-generational vision and landscape-scale partnership to restore a mosaic of nature rich habitats, grow a local culture of nature connection and enable a thriving nature-based economy for the people and places of the Findhorn watershed, inspired by the global Bioregioning movement.

During 2026 FNLRT will be expanding the partnership approach to instigate Nairn and Lossie Watershed Initiatives.

FNLRT’s offices are based at Logie Steading, a short walk from the wooded gorge and beautiful middle reaches of the River Findhorn, and offer a welcoming, collaborative and well-equipped working environment.

Key liaisons

Internally, the role will work closely with Executive Director, Catchment Restoration Lead, and Bioregional Finance Lead as part of the core Findhorn Watershed Initiative team, as well as other members of the FNLRT team as required.

Externally, the role will involve liaison with communication and engagement colleagues from partner and funder organisations, contractors, and local stakeholders including community groups and volunteers.

Key responsibilities

This is a dynamic, creative role for someone who thrives at the intersection of meaningful human engagement, compelling storytelling, and using narrative and evidence to help translate strategy into hearts, minds, & investment in positive change.

There are three main areas of responsibility:

1. Storytelling and communications

- Deliver consistent, creative implementation of FNLRT's communications strategy and brand guidelines across all channels and outputs
- Craft and manage clear, compelling visual and written content for multi-platform communications (newsletters, social media, website, print, video) tailored to a range of different audiences including local communities, Watershed Initiative partners, and external investors
- Commission, brief, and oversee specialist contractors to produce high quality communications outputs
- Capture and communicate stories arising from FNLRT's work in ways that shift mindsets and behaviours, and support wider systems change, in alignment with FNLRT's Aims

2. Event production and community engagement

- Co-design and produce our engagement programme of gatherings, workshops, and participatory events
- Support the facilitation and delivery of cultural and creative commissions
- Recruit, coordinate, and support our diverse group of local volunteers and citizen scientists, ensuring practice is in line with GDPR and Health & Safety requirements
- Represent FNLRT at events and conferences as required

3. Impact, learning and advocacy

- Identify, gather, and manage stories and data to help evaluate the outputs, outcomes and impact of our work
- Synthesise data and insights into accessible formats (visuals, articles, presentations, reports, videos) for different FNLRT audiences
- Leverage evidence, learning and storytelling to support advocacy, partnership development and fundraising activity, working closely with the Executive Director and wider team.

As with any small charitable organisation, team members are expected to be flexible and willing to contribute to tasks outside their core remit when required.

Person specification

Essential:

- A graduate qualification in a relevant discipline *and/or* at least three years' relevant professional experience
- Excellent written, visual, and verbal communication skills, with the ability to tailor messages for different audiences
- Demonstrated experience in engaging diverse audiences and confidently convening, hosting and facilitating inclusive spaces
- Strong organisational, time management, and prioritisation skills, with the ability to take initiative and work independently when required
- Ability to work effectively both individually and as part of our small team
- Flexible and receptive to a dynamic and emergent workload, with ability to context-switch between different tasks and remits
- A genuine passion for the natural world, with an understanding of nature restoration and commitment to place-based working
- Astute awareness political, social and cultural sensitivities relating to land use, nature restoration and rural communities in the Scottish Highlands, and the ability to navigate these with skill and care
- An interest in, or experience of, evaluating impact and using learning and evidence to inform communications, engagement and advocacy
- Confidence in public-facing and representative roles
- Ability to understand strategic objectives and work creatively to connect day-to-day delivery with longer-term organisational goals
- Proficiency with Microsoft 365 software, and experience managing and updating websites using Wordpress and/or Squarespace
- Full UK driving license

Desirable:

- Proficiency with Adobe Illustrator or similar design software
- Proficiency with GIS software and producing maps or spatial visualisations
- Experience managing production or project budgets
- Experience with CRM software or contact management systems
- Photography, videography and/or podcasting skills

As this role will involve some work with under-18s, the successful applicant will be required to join the PVG scheme.

Last, but certainly not least, the ideal candidate should have a meaningful existing relationship with – or a strong desire to build deep, place-based knowledge of – the Findhorn, Nairn and Lossie rivers and their wider catchment areas.

What we offer

- A chance to shape the story and impact of a growing organisation at an important moment in its evolution
- Becoming part of a passionate, close-knit team committed to positive change
- Opportunities for learning and collaboration across a wide regional and international networks
- Purpose-driven work, rooted in deep care and relationship with people and place

To apply

Please submit the following by **12 noon on Wednesday 14th January 2026** by email to elle@fnlrt.org.uk, including your name and 'Communications & Engagement Lead' in the email subject line.

- A short CV (no longer than two sides of A4)
- A one-page letter or a two-minute video outlining what you would bring to the role and why you would be excited to work with us

Please note, applications will be reviewed on a rolling basis, and as such early submission is encouraged. Shortlisted candidates will be tasked to prepare a sample piece of work to bring to interview.

Interviews will be held in person at the FNLRT offices at Logie Steading during January, with a view to the successful candidate starting as soon as possible.

We will acknowledge receipt of all applications by email. Unfortunately, we are unable to offer feedback for candidates who do not reach the interview stage.

The Findhorn, Nairn & Lossie Rivers Trust is committed to equality, diversity and inclusion. We welcome applications from all sections of the community and make recruitment decisions by matching our organisation's needs with the skills, experience and potential of candidates.

We are committed to ensuring that no applicant is disadvantaged on the basis of age, disability, gender, gender reassignment, sexual orientation, pregnancy or maternity, race, religion or belief, or marriage or civil partnership.

If you require any reasonable adjustments to support you through the application or interview process, please let us know.