

Pilot results-based agri-environment measures in Ireland and Navarra



Part-funded by European Commission, DG Env

We are looking for an RBAPS Project Manager

The European Forum for Nature Conservation and Pastoralism (EFNCP)¹ wish to appoint a Project Manager for the Results Based Agri-environment Pilot Scheme (RBAPS) project *Pilot results-based agri-environment measures in Ireland and Navarra*.

- This post is for a maximum of 3 years and 6 months and will terminate on the 30th of June 2018.
- The starting salary for this post is €38,664. This post is not pensionable.
- The post will be based in the Sligo Institute of Technology (ITS).
- The normal working hours are 39 per week, with 3 days leave per month including public holidays. The employee will be expected to work flexibly, including in the evening and at weekends when necessary, with time off in lieu.
- The post will require working away from home on occasion. The applicant is expected to use their own vehicle for work. Travel and subsistence (actual cost expenses) and mileage will be paid in accordance with EFNCP procedures.
- The line manager of the post will be Gwyn Jones of EFNCP, but aspects of the management of the post may be delegated to named EFNCP or partner staff members and conveyed in writing to the employee.
- The notice period will be one month, except in case of gross misconduct.

This post is funded by the European Commission (DG Env); the National Parks and Wildlife Service; the Heritage Council; Teagasc and the Dept. of Agriculture, Food and the Marine.

¹ EFNCP is a European network, registered in the UK, which aims to increase awareness of the positive relationship between less intensive farming systems and biodiversity and, since these systems are largely economically and socially marginalised, of the policy implications of this link.



European Forum on Nature Conservation and Pastoralism



BirdWatchIreland



Gestión Ambiental de Navarra, S.A.



National Parks & Wildlife Service

High Nature Value Services



An Institiúid Teicneolaíochta, Sligeach

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About RBAPS

The European Council agreed in 2010 a headline target of "halting the loss of biodiversity and the degradation of ecosystem services in the EU by 2020, and restoring them in so far as feasible, while stepping up the EU contribution to averting global biodiversity loss".

One specific rural development sub-priority of the recently reformed Common Agricultural Policy (CAP) is "restoring, preserving and enhancing biodiversity". Based on the intervention logic of the rural development programmes, agri-environment-climate measures address this priority. Agri-environment-climate measures in general are designed to encourage farmers to protect and enhance the environment on their farmland. They provide for payments to farmers in return for the service of implementing agri-environment-climate commitments that involve more than the application of mandatory requirement and usual good farming practice.

Existing agri-environmental measures supported by the CAP in the EU tend to reward farmers for meeting certain activity-based standards which are expected to deliver additional environmental benefits. Yet the achievement of these benefits is not always optimally monitored.

Results-based programmes and measures reward actual achievements "on the ground". There is no single agreed definition of what constitutes a "result-based agri-environmental payment scheme" (RBAPS), and different terms are sometimes used to describe schemes of this nature. In practice there exists a continuum of approaches ranging from the more traditional approach of paying land managers to undertake specific management actions, to those approaches that reward only the results that are achieved, irrespective of the methods used, with different types of "hybrid" schemes along this continuum.

RBAPS offer the prospect of more effective protection of biodiversity but can also be seen as more risky by potential beneficiaries, in terms of the payment they will actually receive. Some result-based schemes also use innovative ways of allocating payments to recipients and may deliver better value for money.

The European Commission (DG Env) is therefore funding a small number of pilot projects as a way of promoting the further development of result-based agri-environmental payment schemes and thereby contributing to stopping the widespread degradation of agro-ecosystems – especially grasslands – and increasing agro-biodiversity.



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About this project

The specific objectives of the pilot projects, as set out by the European Commission, are:

- To promote the design, development and use in rural areas of result-based remuneration schemes to conserve and enhance biodiversity;
- To increase the understanding of factors that contribute to the success or failure of such schemes;
- To identify opportunities and conditions for increasing the use of such schemes in the EU and in particular in the context of the CAP;
- To explore the potential for such schemes to be applied widely in the rural countryside and beyond grasslands, e.g. for the protection and enhancement of pollinators and soil biodiversity;
- To demonstrate the potential of these schemes to achieve the ecological results they are designed for by developing, testing and applying widely appropriate monitoring to verify the ecological results achieved;
- To promote and increase awareness and better understanding of the benefits of results based remuneration schemes particularly within the rural community.

These objectives are to be achieved largely through the design, set-up, management and monitoring of pilot, results-based remuneration schemes applied on working farms. The Commission expect the following outputs:

- Pilot, results-based remuneration schemes conceived, designed, implemented, monitored, assessed and reported upon within the duration of the grant;
- Reports produced documenting the different steps in the process
- Documentation of the results obtained in terms of conservation and enhancement of agro-biodiversity and their potential for replication in other contexts, thus improving knowledge about the conditions under which RBAPS can be used to conserve or enhance biodiversity in agro-ecosystems;
- Outreach strategies at project level, including materials to disseminate project results to stakeholders and to the general public, also through the EU platform;
- Publications on the project's approach and results, lessons learnt.

The project itself will last 3.5 years from the 1st of January 2015 and will work in 3 areas:

- Areas within County Leitrim, Ireland
- The Shannon Callows, Ireland
- Mediterranean upland areas of Navarra, Spain

The project partnership consists of EFNCP, ITS, BirdWatch Ireland, the National Parks and Wildlife Service and High Nature Value Services Ltd. in Ireland and Gestión Ambiental de Navarra and EFNCP in Spain.



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About this post

The project will be delivered by a broad team of existing and new staff from a variety of partners, some in a purely advisory role, some working in the field, some dealing with farmers, some giving technical advice and assistance. It will have to deal with three connected but also autonomous measure development processes in the three pilot areas and two countries, as well as the wider issues of stakeholder engagement, knowledge transfer and liaison – locally, nationally and at EU level. It will involve making contracts with farmers and ensuring compliance/delivery on the one hand and prompt and accurate payment on the other.

The Project Manager will be in day to day charge of these activities, working under and in consultation with senior staff in EFNCP and ITS (working on the project on a part-time basis) and with guidance from the other project partners. In Ireland, the Project Manager will work closely with BWI and ITS on the delivery of the two Irish pilots. An Ecologist will be appointed by ITS concurrent with the Project Manager post; the two posts will share office accommodation at ITS and the candidates will be chosen so as to have complementary skills; some tasks will be shared accordingly. Unless you indicate otherwise, candidates short-listed for this post will also be sent details of the ITS post when it is advertised and be invited to apply; it is intended that job interviews will take place in parallel at very least.

Examples of the tasks to be carried out by the Project Manager are:

- Coordinating between project teams in the 3 pilot areas and with the European Commission and other RBAPS projects as appropriate
- Coordinating team meetings, procedures, budgets, record-keeping
- Coordinating the development and implementation of the RBAPS pilots in the three areas
- Coordinating the putting in place and implementation of farmer contracts in the three areas
- Coordinating publicity, website, press releases and other forms of dissemination
- Coordinating report writing and other forms of reporting
- Coordinating monitoring and evaluation, both internal and external

In the case of Navarra, all of these tasks will involve delegation to the local partner; in the Irish case the Project Manager will carry out some of the tasks themselves, with the exact allocation between team members being determined in early 2015 when the respective skill sets of team members have been established.

About you

The success of the project will be dependent upon appointment of a highly competent and organised individual to drive it. Applicants for the post must have an honours degree in agricultural science, environmental science, ecology or related discipline.



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The selected candidate will have worked in the fields of agriculture policy and/or ecology and/or rural development and be able to apply a multi-disciplinary approach to land use and rural policy issues.

They will be able to provide evidence of successful time and project management, a capacity for critical assessment of scientific data and the ability to work independently. They will have excellent communication skills and be able to write in a variety of voices from the popular to the technical, and provide examples, if requested, of clear, concise report writing. They must be able to deal sensitively with farmers and community groups and to build consensus.

They are likely to have worked in an area of High Nature Value farmland. Knowledge of one or more of the case study areas would be an advantage, as would be the ability to communicate in Spanish.

About the application process

Applicants are invited to submit a letter of application and curriculum vitae, electronically, to Gwyn Jones, EFNCP at dgl_jones@yahoo.co.uk no later than 5pm, Friday 9th January 2015. Late applications will not be accepted.

Selected individuals will be invited to an interview, likely to be in Sligo or Dublin, in early February 2015. The contract will commence as soon as possible thereafter.



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