

***This role is funded by Neart na Gaoithe (NnG) Offshore Wind Farm Fund -
East Lammermuir, administered by Foundation Scotland.***

East Lammermuir Hedgerow Officer - Job Description

Location: Hybrid: Largely home-based, with regular travel across around East Lammermuir and occasional (fortnight maximum) attendance to office currently in Cockenzie.

Contract: Fixed-term contract, starting as soon as possible until end of March 2027.

Hours: Part-time average 28 hours per week (0.8 FTE). Flexible working options available.

Salary £26,925 at 0.8 FTE (£33,657 pro rata)

Working pattern: Some weekend working will be required as part of the role.

ROLE OVERVIEW

Hedgerows are vital habitats for wildlife, but declining condition and loss of connectivity threaten their survival. This is an exciting opportunity to build on the [East Lothian Hedgerow Restoration pilot](#) and help deliver practical hedgerow restoration across East Lammer in partnership with landowners, farmers, local communities and volunteers.

The Hedgerow Officer will lead day-to-day practical restoration and act as a key coordinator, helping to ensure hedgerow recovery contributes to a wider, connected nature network across the East Lammermuir and connected to wider efforts across East Lothian (see also concurrently hiring [East Lothian Hedgerow Officer Job Description](#)).

ROLES AND RESPONSIBILITIES

Project delivery and coordination

- Lead day-to-day delivery of hedgerow restoration across priority sites.
- Work collaboratively with the East Lothian Hedgerow Restoration Steering Group and East Lothian Climate Hub in the delivery of the project.
- Coordinate surveying, hedge management planning, and practical restoration, including planting, coppicing, hedgelaying and gapping up.
- Manage the project budget, monitoring, evaluation, and reporting.

Partnership working and system leadership

- Coordinate with relevant roles, projects and initiatives, including the Sea to Summit Project Officer, East Lammermuir Community Development Officer, Energy Projects Partnership Manager, and East Lammermuir Biodiversity Liaison Group.
- Align project delivery with wider nature network and biodiversity initiatives
- Facilitate collaboration between landowners, contractors, community groups and public bodies.
- Initiate steps towards a long term hedge management strategy for critical priority areas with Developers in East Lammermuir

Landowner engagement

- Build and maintain relationships with landowners, farmers, land managers and contractors.
- Work with neighbouring landowners and project partners to identify opportunities for a strategic hedgerow wildlife corridor.

Training and capacity building

- Organise and deliver training and mentoring in hedgerow surveying, management and restoration.
- Liaise with and contract local experts where required.
- Build long-term local skills and capacity of volunteers
- Build and support a small team of Lead Volunteers to assist with on-site delivery.

Delivery of practical work

- Organise volunteer days for surveying, planting, restoration and volunteer 'thank you' events
- Organise at least one youth-friendly hedge-planting session to engage young people.
- Source tools, equipment, and planting materials.
- Ensure appropriate health and safety and risk assessments are in place.
- Increase the number of volunteers from East Lammermuir communities and support the management of a volunteer database.

Supporting hedge management plans

- Support the development and implementation of 10-year hedgerow management plans.
- Work with landowners, land managers, farmers, hedge-cutting contractors and lead volunteers to prepare, discuss and support implementation of hedge management plans.

Communications and promotion

- Work with the Climate Hub Communications Officer to promote the project.
- Support engagement and participation across East Lammermuir

KEY SKILLS, KNOWLEDGE, EXPERIENCE AND ATTRIBUTES**Key skills**

- Strong communication and relationship-building skills (essential).
- Strong project coordination and organisational skills (essential)
- Practical hedgerow restoration skills including some of the following: hedge surveying, creating hedge management/restoration plans, planting, laying (essential)
- Ability to work collaboratively across multiple stakeholders and projects (desirable)
- Confident IT skills, e.g. databases, spreadsheets, Canva and event platforms (desirable)
- Budget management skills (desirable)
- Monitoring, evaluation, and reporting skills (desirable)
- Understanding of health and safety and risk assessment (desirable).

Key knowledge

- Knowledge of hedgerows, their ecological value, and management (essential).
- Understanding of nature networks and landscape-scale conservation (desirable).
- Knowledge of key policies and plans related to East Lammermuirs, including the Local Place Plan (desirable)
- First Aid qualification (desirable).

Key experience

- Experience delivering projects, ideally in conservation, biodiversity or community settings (essential).
- Experience working with volunteers and stakeholders (essential).
- Experience of the East Lothian Hedgerow Restoration project and how it is currently delivered (desirable).
- Experience engaging with landowners and farmers (desirable)
- Coordination of partnerships or multi-stakeholder initiatives (desirable)
- Budget management (desirable)
- Farming or land-based background (desirable).

Key attributes

- Strong people skills and a collaborative mindset (essential)
- Proactive, practical, and delivery-focused (essential)
- Able to balance on-the-ground delivery with strategic coordination.

HOW TO APPLY

To apply, please send your CV and a brief supporting statement outlining your interest in the role and how your skills and experience meet the requirements set out above.

Applications should be submitted by the end of the day on Monday 21st September 2026 to hello@eastlothianclimatehub.org

Interviews are expected to take place during the week of 28th September.

We are hiring two Hedgerow Officers at once - this is the 'East Lammermuir-focused 4 days/week role' role. You may also be interested in the 'East Lammermuir-focused 4 days/week role'

<https://eastlothianclimatehub.org/now-hiring-two-hedgerow-officers-we-are-doing-loads-of-east-lothian-hedgerow-restoration-this-winter/>