



**CAIRNGORMS**  
NATIONAL PARK AUTHORITY  
ÙGHDARRAS PÀIRC NÀISEANTA A'  
MHONÀIDH RUÀIDH

## **SEFARI Fellowship with Cairngorms National Park Authority: Cairngorms 2030**

SEFARI Gateway is the Centre of Expertise for Knowledge Exchange and Innovation for the Scottish Government's Strategic Research Portfolio for Environment, Rural Affairs and Agriculture (ENRA) 2022-2027. SEFARI Gateway provides bespoke access to the Strategic Portfolio's expertise and via commissioning of wider expertise, to ensure scientific evidence helps inform policy and practice across Scotland's environment, land use, agriculture, food and rural communities.

SEFARI Fellowships are bespoke, responsive opportunities aiming to develop a shared understanding between researchers and stakeholders, and to prioritise areas for common effort that can be supported by research knowledge and expertise. SEFARI Gateway is delighted to provide support for a new Fellowship with the **Cairngorms National Park Authority (CNPA)** as part of Cairngorms 2030.

This interdisciplinary opportunity is aimed at an individual or team and requires the review of a diverse range of projects across the fields of health, active travel, community empowerment, net zero transition, land management and behaviour change. This opportunity is available to staff from SEFARI, Centres of Expertise, Higher Education Institutes and Public Agencies based in the UK.

For those involved in the ENRA Portfolio, flexibility will be afforded to applicants in relation to their delivery commitments. Successful applicants should discuss their projects with the relevant RESAS science leads.

The intended outcome is the recommendation of a set of indicators, and associated data collection/analysis methodologies, to demonstrate progress towards achieving the outcomes of the Cairngorms 2030 programme, and the outcomes of the National Lottery Heritage Fund (NLHF). These recommendations will inform the development of a Monitoring and Evaluation Plan, to be produced by consultants by April 2023. This is an excellent opportunity to provide strategic insight and enhance connectivity between Cairngorms 2030 and the ENRA Portfolio.

## Background

### Cairngorms National Park Authority

Cairngorms National Park Authority (“CNPA”) became fully operational, taking on all its statutory powers, on 1 September 2003. It ensures there’s a joined-up approach to projects and initiatives that help to meet the four aims of the National Park - as set out in the National Parks (Scotland) Act 2000 - in a coordinated way. These are:

- To conserve and enhance the natural and cultural heritage of the area;
- To promote sustainable use of the natural resources of the area;
- To promote understanding and enjoyment (including enjoyment in the form of recreation) of the special qualities of the area by the public; and
- to promote the sustainable economic and social development of the area’s communities.

The Cairngorms National Park is part of an international family of National Parks and is the largest in the UK, at 4,528 sq km (1,748 sq miles). Located in the Scottish Highlands, it is 127 miles north of Edinburgh and 140 miles north of Glasgow and covers parts of Aberdeenshire, Moray, Highland, Angus and Perth and Kinross. Separated by the great bulk of the mountains, different areas of the Park have their own distinct identity and cultural traditions, but they share deep connections to the same environments. It is home to over 18 000 people and receives around 1.92 million visitors each year from around the world. It is an internationally important area for nature: home to 25 per cent of the UK’s threatened animal, insect, fungi and plant species; contains more than half of Scotland’s remaining Caledonian pine forests; over half of its land designated as being of international ecological importance and is considered ‘wild land’, includes extensive areas of peatlands; has the most extensive range of arctic mountain landscape in the British Isles and is home to four of the five highest mountains in the UK.

### Cairngorms 2030

Cairngorms 2030 is funded by the NLHF through the UK-wide ‘Heritage Horizons’ programme. Cairngorms 2030 will take place in two phases: a Development Phase (Oct 2022 – June 2023) and a Delivery Phase (2023 – 2028). Progression to the delivery phase is contingent on the successful completion of the development phase and the approval of the Stage 2 application. The £3.8 million 1.5-year development phase is focused on building partnerships, piloting, testing and learning to demonstrate that the proposals for the delivery phase are feasible and enabling evidence-based plans for the £39.4 million 5-year delivery phase.

The vision of [Cairngorms 2030](#) is for the CNP to be an exemplar of people and nature thriving together in a rapidly changing world. The Programme comprises 24 projects and involves over 40 partners.

Cairngorms 2030 responds to three commonly identified 'emergencies' facing humanity - Climate, Nature and Health - and puts people at the centre of achieving the transformational change required to tackle these. People who live and work in CNP will have the agency and the tools to make a difference, including:

- Improving people's health and livelihoods by fundamentally shifting CNP's approach to deliver a wellbeing economy, outdoor health programmes, a nature-based dementia centre and engaging, inclusive learning and outreach;
- Empowering diverse communities through sharing power to co-design decisions and activities via citizens' assemblies, substantial community-managed grants and innovative land use collaborations;
- Enhancing nature through green finance, woodland expansion, peatland restoration, river catchment management, deer management, nature-friendly farming, landscape connections and active travel and sustainable transport;
- Continually sharing learning through a global knowledge exchange programme.

## **The Fellowship**

The proposed Fellowship offers a key role within the 'Research, Evaluation and Knowledge Exchange' strand, which links all the Cairngorms 2030 projects. The purpose of this theme is to share the journey of the Cairngorms 2030 programme: the knowledge gained, change achieved, and lessons learnt, allowing the CNPA to reflect on and improve its approaches throughout and beyond the lifetime of the programme.

The purpose of the Fellowship is to recommend a set of indicators, and associated data collection/analysis methodologies which demonstrate progress towards achieving the outcomes of the Cairngorms 2030 programme, and the outcomes of NLHF. These recommendations will inform the development of a Monitoring and Evaluation Plan, to be produced by consultants by April 2023. A full list of Cairngorms 2030 projects, aims and outcomes are in the Appendix.

## The Themes

The fellowship can be offered to a single organisation at a programme wide level or split between three institutions with expertise in the following Cairngorms 2030 delivery themes - Nature, People, Place. Due to its scale and interdisciplinary nature, we are open to proposals from individuals and groups.

Theme	Outcome	What does that look like?
<b>Nature</b>	A carbon negative and biodiversity rich National Park with better functioning, better connected and more resilient ecosystems	<p><b>Peatlands are restored.</b> Thousands of hectares of peatland have been restored, trapping CO<sub>2</sub>, aiding species recovery, improving water quality and reducing flooding risk.</p> <p><b>Species are recovering.</b> Species are recovering within a network of connected habitats and are less reliant on targeted conservation activity.</p> <p><b>Woodland is expanding.</b> Woodlands are larger and more natural, delivering benefits for biodiversity, carbon storage, water quality and flood mitigation.</p> <p><b>Rivers are reconnected.</b> Rivers have been restored and reconnected to create thriving wetlands and floodplains, helping mitigate the impacts of climate change.</p> <p><b>Farming is carbon neutral.</b> Farming is carbon neutral or carbon negative, helping combat climate change, enhance species diversity and provide a sustainable source of food.</p>
<b>People</b>	A wellbeing economy that works for all the people	<p><b>Communities are empowered.</b> Residents are more involved in the way land is managed, with the number of community-owned or managed assets and social enterprises increasing.</p> <p><b>Wellbeing comes first.</b> Communities are healthier, happier and more resilient, benefiting from a diverse local economy that puts wellbeing and the environment first.</p> <p><b>Green jobs are growing.</b> There has been a significant increase in the number of green jobs, with skills and training opportunities available for people to meet the growing demand.</p> <p><b>The Cairngorms is a Park for All.</b> The Cairngorms is a true 'Park for All', welcoming and supporting people from more diverse backgrounds to live, work and visit here.</p> <p><b>Volunteering is on the rise.</b> Hundreds of volunteers are helping look after the landscape of the National Park, bringing benefits for nature and for their own health and wellbeing.</p>

<p><b>Place</b></p>	<p>A place that people want to live in, work in and visit that works for all</p>	<p><b>Communities are connected</b> Communities across the National Park are better connected by a network of fully accessible paths and cycle routes, improving people’s health and wellbeing.</p> <p><b>Transport is more sustainable.</b> People increasingly choose to leave their car at home, with residents and visitors being more active and making regular use of low and zero carbon transport.</p> <p><b>Cultural heritage is celebrated.</b> The area’s rich cultural heritage is cared for and celebrated in communities across the Cairngorms, from events and interpretation to storytelling and music.</p>
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## Practicalities

The timescales of the Fellowship will be determined by the funding and reporting deadlines of Cairngorms 2030. The delivery of the Fellowship and monitoring evaluation framework will **need to be completed by the end of March 2023**.

The details of the Fellowship work plan will be developed, and agreed upon, between the Fellow(s) and a management team composed of colleagues from SEFARI and the CNP Authority. This team can assist with links and access to data, information, and research; guide data collection, analysis and presentation; ethical issues; identifying networks for sharing research findings; shaping and informing commissioned work, and feedback on emerging findings.

A total budget of £36,000 to cover the programme-wide level work will be provided jointly by the SEFARI Gateway and CNPA (via NLHF), and this will be available to cover salary costs, travel, and subsistence (where permissible within COVID19 restrictions). For applicants proposing to work on a component of this evaluation programme, the budget can be discussed with SEFARI Gateway and CNP Authority staff.

If you have any questions on this, or any general aspect of the SEFARI Fellowship scheme, please contact SEFARI Gateway Project Manager, Andrew Kelloe, at: [andrew.kelloe@sefari.scot](mailto:andrew.kelloe@sefari.scot)

**The deadline for applications to this Fellowship is 5th of December, with interviews to be held within one week following that date.**

## Details

- Fellowships are open to researchers funded as part of the Strategic Research Portfolio: SEFARI staff (BioSS, James Hutton Institute, Moredun Research Institute, Royal Botanic Garden Edinburgh, Rowett Institute and SRUC); the Centres of Expertise (ClimateXChange, CREW, EPIC, and Plant

Health Centre). Applications are also welcomed from staff from UK Higher Education Institutes and Public Agencies.

- Applicants **must** have the support of their organisation
- Sign-off should be at the level deemed appropriate for each organisation (please talk to your line manager).
- The taking up of such an opportunity should not result in a candidate going beyond the end of any agreed contract they may have with their employer.
- It is recognised that individual circumstances are different and support levels will vary depending on salary, distance from the opportunity and so on – the support level will be kept under review to try and maintain fair and equitable competition and process. The organisation of the successful fellow(s) should not expect to meet any costs beyond that paid for by SEFARI Gateway and/or CNPA as appropriate.
- The successful candidate(s) will be expected to contribute to relevant meetings or outputs for the project partners as the Fellowship progresses and to generate knowledge-exchange-related content for SEFARI Gateway (support will be offered on this).
- A short, written report and an online [Case Study](#) are required by SEFARI Gateway at the end of the Fellowship.

## Applications

Applications should be made to: [info@sefari.scot](mailto:info@sefari.scot) and should include a cover letter (two pages of detail on your suitability or that of the team) and a two-page CV (or up to 6 pages for a team). Decisions on who to Interview will be based solely on this letter and CV.

The cover letter should include:

- Why you are interested in this opportunity and what you would hope to get from it;
- What skills and experience you would bring to the role;
- How you would use your current work to underpin the project;
- What you would do to take the learning back into your organisation
- Team-based applications should demonstrate how they propose to manage individual contributions to satisfy the degree of multi-disciplinary integration required.

## Appendix

Table 1: Summary of Cairngorms 2030 projects, aims, objectives and outcomes. Please note outcomes are not finalised and should be considered indicative of the topic specialisms likely required as part of the Fellowship. Full 2-side project summaries for each project can be provided.

Programme Outcomes	Theme	Theme Aims	Theme Objectives	Theme Outcomes	Projects	
<p>Net-zero will have been achieved on a Park-wide scale</p> <p>Systemic change will have been delivered leading to a more sustainable future</p>	<p><b>People:</b> Empowering Diverse Communities and Improving Health and livelihoods</p>	Enhance ecological and economic wellbeing through transformational, collaborative change.	People's health and livelihoods will be improved through the development and promotion of the wellbeing economy in the CNP	Communities are healthier, happier and more resilient, benefiting from a diverse local economy that puts wellbeing and the environment first.	1a. Wellbeing economy	
						1b. Public health and the outdoors
						1c. Dementia Activity Resource Centre[OD2]
			Inform and change attitudes and behaviours to deliver net zero and biodiversity targets	People and businesses will be more knowledgeable about climate and carbon, and will have changed their behaviour to deliver net zero and biodiversity targets	(More) People will have played a greater role in mitigating the climate emergency and improving biodiversity	2a. Climate learning and education
					2b. Effective Community Engagement and Outreach	

					2c. Community Arts and Culture programme
		To empower people to take responsibility for decisions effecting change in their environment and see the benefits of the changes flow to their communities	People will be more involved in their community's governance and practical activity	Residents are more involved in the way land is managed, with the number of community-owned or managed assets and social enterprises increasing.	3a. Climate conscious communities
					3b. Citizens Assembly
					3c. Community Managed Grant Scheme
	<b>Nature</b>	To be an international showcase for inclusive and equitable land use change	CNP will trial new models for land use and land management, and pioneer new collaborations to engage with nature	CNP will have become an international showcase for inclusive and equitable land management change	4a. Land Rights and Responsibilities
					4b. Green Investment Plan
		Mitigate climate emergency, improve	Cairngorms National Park will contribute to net zero and	A carbon negative and biodiversity rich National	5a. Woodland expansion
					5b. Peatland restoration



		biodiversity, connect landscape change and community aspirations	biodiversity targets through landscape-scale enhancements to woodlands, peatlands, river catchments, uplands and farmlands.	Park with better functioning, better connected and more resilient ecosystems	5c. Climate Resilient Catchments
					5d. Deer management
					5e. Cairngorms Future Farming
					5f. Landscape & communities
	<b>Place</b>	Place active[OD3] travel at the heart of a greener future leading to a fairer and regenerative local economy aiding COVID recovery	CNP will be a rural exemplar for sustainable and active travel embracing technology and design innovation to reduce transport-related carbon emissions	Transport is more sustainable: People increasingly choose to leave the car at home, with residents and visitors being more active and making use of low and zero carbon transport.  Communities are better connected. Communities across the National Park are better connected by a network of fully accessible paths and cycle routes, improving people's health and wellbeing	6a. E-bike network
					6b. Glenmore transport plan
					6c. Active travel: Badenoch and Strathspey
					6d. Sustainable transport and active travel: Deeside and Angus
					6e. Active travel in Highland Perthshire
					6f. Active Aviemore

					6g. Strategic Network Plan

**Table 2 Summary of NLHF Outcomes**

A wider range of people will be involved in heritage	People will have greater wellbeing
Heritage will be in better condition	The funded organisation will become more resilient
Heritage will be identified and better explained	The local area will be a better place to live, work or visit
People will have developed skills	The local economy will be boosted
People will have learnt about heritage, leading to change in ideas and actions	