

Technical Lead Project Officer (Paternity Cover)

We are looking for a motivated individual to join our team, and contribute to an exciting new social enterprise with ecological, social and environmental aims.

About the Cwm Arian Renewable Energy

[Cwm Arian Renewable Energy](#) is a Community Benefit Society, started in 2011. We run a wide range of projects which focus on community engagement, sustainability and environmental enhancement across Pembrokeshire. Our first project was the installation of a 700kw wind turbine to generate clean electricity. We now run an energy support service for Pembrokeshire residents and organisations, a Wales-wide home retro-fit service, an eco-build space for creative projects in Hermon, community meals and workshops and growing projects across the county, and large-scale landscape and biodiversity improvement projects.

Over the last few years, we have developed projects to launch social enterprises which have ecological, social and financial benefits, and can become financially self-sustaining.

About the Project

We have recently secured funding to develop one of these social enterprises through our project #NNF3 Heathland Social Enterprise. The project aims to manufacture and sell solid fuel briquettes made from heathland plants. This project is funded by the Nature Networks Programme and it is being delivered by the Heritage Fund, on behalf of the Welsh Government.

The project will build on our work to date and develop agreements and a business plan for a social enterprise, which aims to improve the ecological resilience and connectivity of heathland and surrounding habitats across Pembrokeshire.

This capacity development project will trial a financially sustainable model of harvesting bracken and heathland plants to improve the ecological value of protected heathland sites and connected habitat, reduce fire risk, and make them more attractive to graziers (with less dense bracken, heather and gorse).

The model draws on learning from a similar social enterprise which was successfully set up in Somerset called Brackenburn.

The Role

The Technical Lead Project Officer is responsible for developing and designing the technical and logistical aspects of the social enterprise. This involves the harvest, transport, drying, shredding and pressing of materials into solid fuel briquettes of a high standard. Some progress

has been made in researching machinery options and some trials have been undertaken already. This role will build on this work, to continue trialling and refining the processes and problem solving, with support from consultants and experts.

The selected candidate will also work closely with the Project Lead & Engagement Coordinator to support with building relationships with landowners and communities and the creation of a business plan for the social enterprise.

The job is offered 2 days/week, May - August 2024. We hope to be able to extend this contract if additional funding can be secured for the project.

Responsibilities

- Lead on product development (harvesting of raw materials to trial production).
- Specify equipment, working with consultants.
- Developing relationships with contractors, and with the Stakeholder Engagement Officer, with partners.
- Be responsible for guiding the project to meet legislative and health and safety requirements.
- Specify final product targets and specifications.
- Ensure final product meets the market requirements, working with the Project Coordinator.
- Maximise the efficiency of production and logistics, ensuring value for money
- Research and set key metrics for environmental impact, carbon scoring and combustion performance
- Coordinate contractors and suppliers in order for the project to meet it's targets on time and to budget
- Input into social enterprise business planning.

Person Specification

We are looking for candidates with some or all of the following skills and experience. We have a training budget to develop or deepen skills which will help to deliver the project.

- Experience of product development, and creating product specifications.
- Experience working with machinery (on farms, manufacturing, production lines or similar).
- Experience designing production/processing lines.

- An understanding of health and safety, and/or formal training in health and safety at work.
- Experience working with contractors.
- Able to work well within a team and to manage own workload.
- Good understanding and/or working relationships with key stakeholder groups in Pembrokeshire.
- Excellent interpersonal skills.
- Experience managing consultants to deliver on briefs.
- Interest, understanding or education in ecology/conservation, farming and land management.
- Experience of developing social enterprise, or working in the sector.
- Experience of business processes and planning.
- Bilingual Welsh/English speaker.
- Driving license, and ability to tow a trailer, or willingness to learn.
- Ability to work outside of office hours on occasion (evenings, weekends).
- Ability to deliver work packages to a high standard, and on-time.
- Willingness to take part in staff activities, such as team meetings, away days and organisational development.

Job Terms

Hours: 2 days/week (15 hours).

Salary: £27,417 per annum pro rata plus statutory minimum employer pension contributions if eligible/opted in. N.B Cwm Arian currently operates a flat pay structure.

Contract term: start date as soon as possible once legal contracts with Welsh Government have been signed off. We expect this to be in place by mid-April.

Initial contract until 31 August 2024, with possibility of extension depending on project development, funding and income generation in the future.

Holiday: 5.8 weeks/year pro rata.

Expenses: for mileage, stationary etc. Use of leased company vehicle available.

Hardware/software: ideally you'll use your own portable IT equipment/mobile phone, although CARE can supply shared equipment and will support with software needs.

Phone app and email address will be provided.

Training: CARE has a staff training budget, and this project will offer training to the appointed candidates.

Working location: willingness to work from rented offices (currently in Tegryn) is essential to ensure regular in-person contact with the staff team. You must also be able to work remotely. There is a some requirement to travel locally to support delivery of the project.

How to Apply

To apply, send your CV (no more than 3 pages) and covering letter (no more than 2 sides of A4) by midnight, 17th April 2024 to Naomi Hope, Project Coordinator naomi@cwmarian.org.uk.

Your cover letter should explain your motivations for applying to the role and how you meet the person specification.

Shortlisted candidates will be invited for interview on the 22nd or 23rd April 2024. All candidates will be informed of the outcome of their application, whether successful or not.

If you have any questions before applying to the role, please send these to naomi@cwmarian.org.uk.