

Test & Trial Facilitator: Ensuring ELM is effective on commons

We are excited to be recruiting for a part-time Test and Trial (T & T) Facilitator to help us deliver our contract with Defra.

The Foundation for Common Land provides a single voice to co-ordinate knowledge and share learning across Common Land. We work with commoners' associations and federations, owners of common land, environmental NGOs, parliamentarians and farming bodies.

We have teamed up with the Federation of Cumbria Commoners to pilot a delivery model to guide all those with a stake in delivering Environmental Land Management (ELM) on a common to create a commons management plan setting out how they intend to manage the common for a period of ten years. These plans will support pastoral commoning and enhance public goods delivery on commons and need to be balanced with statutory duties and the public's demand on common land. We will also develop practical guidance for policymakers and analysts in Defra to commons proof ELM and other policies on commons.

Job title: Test & Trial Facilitator

Location: Home based with some potential for hosting with a partner organisation

Employer: Foundation for Common Land

Line Manager: Viv Lewis, Federation of Cumbria Commoners

Reporting to: Commons T & T Project Board

Hours/Duration: 0.4 FTE for 20 months (the equivalent of 2 day per week over a 20-month period).

The number of days worked per month may vary to fit in with the seasons and farming calendar. This post will require some out of office hours, including evenings and weekends, for which time off in lieu will be granted. There will be no payment of overtime.

Salary: £36,00 pro rata (i.e. £14,400 per annum for a 0.4 FTE post)

Other: 10 days annual leave including pro rata allowance for public holidays

Pension: 3% employer contribution and 5% employee contribution

Application process

Closing date: 29th May 2020

Interviews: second week of June 2020

Start date: to be confirmed in light of COVID-19 pandemic

How to apply: Please e-mail a 2 page CV and 2 page covering letter detailing your experience, knowledge and skills, and explain why you think this is the job for you to:

viv@cumbriacommoners.org.uk

Any questions: please e-mail viv@cumbriacommoners.org.uk and julia@foundationforcommonland.org.uk

Job Description

Test & Trial Facilitator: Ensuring ELM is effective on commons

Job Title:	Test & Trial Facilitator
Salary	£36,000 pro rata
Hours worked	The equivalent of 2 day per week over a 20-month period. The number of days worker per month may vary to fit in with the seasons and farming calendar.
Based At:	Home based with some potential for hosting with a partner organisation
Employment arrangements	Employed by the Foundation for Common Land (FCL) and line managed by Viv Lewis, Federation Cumbria Commoners FCC

Job Role:

The Test & Trials (T & T) Facilitator will manage the delivery of a £138k Defra funded Test & Trials pilot project on common land in 8 areas of England. The T & T Facilitator will oversee the delivery of the all the activities in this T & T. You will assemble and facilitate local representative collaborative partnerships in the 8 test areas. You will develop participatory co-design methods that engage a range of people (including farmer/graziers, common land owners, public sector and conservation staff) involved in this T & T. You will recruit and support local facilitators to carry out participatory engagement activities in the test areas. You will work with Ordnance Survey to develop commons maps using their mapping software and Land App and draw together lessons learnt from the test to develop a prototype delivery mode. You will arrange the communications output (website, blogs etc) so this T & T obtains visibility and impact within the sector. You will oversee the delivery of the Defra Contract, prepare detailed financial breakdowns and Donor reports. Administrative support equivalent to 1 day per week will be available. Where necessary the T & T facilitator will be able to draw on support and expertise of FCL and FCC.

Background

The UK's departure from the EU and the CAP provides the opportunity to redesign agricultural policies to meet environmental ambitions, while supporting the farming sector. Defra is in the process of designing a new farm support system based on 'public money for public goods' known as Environmental Land Management Scheme (ELM).

Through ELM, farmers, foresters and other land managers will be paid for managing their land in a way that will deliver against key 25 Year Environment Plan goals: clean air; clean and plentiful water; thriving plants and wildlife; protection from and mitigation of environmental hazards; beauty,

heritage and engagement with the environment; mitigation of and adaptation to climate change, particularly to support the delivery of the Government's net zero targets. Defra are still developing the final set of priorities for ELM.

As part of the ELM design process Defra has established and launched a programme of 'Tests and Trials'. These are testing how elements of the new scheme will work ahead of the national pilot scheduled for 2021. We are part of Phase 1 of tests and trials.

This T & T is a collaborative partnership between the Foundation for Common Land (FCL) and the Federation of Cumbria Commoners (FCC). The pilot will work with a variety of stakeholders from 8 representative commons through England to co-design and co-develop a delivery model for creating commons specific land management plans. These plans will support pastoral commoning (the whole farm) and maintain the balance of the delicate ecosystems found on commons. The learning from this co-design process will be written up to produce a concise, replicable prototype delivery model covering a ELMs toolkit for commons (including baseline data gathering, producing maps, health checks for agreeing and enabling public good delivery, developing a commons management plans, governance and internal agreements) and commons proofed recommendations for ELM to ensure effective delivery on commons.

The contract for the pilot is between Defra and FCL who will employ the T & T facilitator. This person will be line managed by Viv Lewis, Secretary FCC who will report to a Commons T & T Board made up of Julia Aglionby FCL, Executive Director; 1 FCL Board Member and the Chairman of FCC.

For more detail, see Appendix 1: Abridged Project Proposal.

Main Responsibilities and accountabilities

- Overall contract management of the Defra Test & Trial: Ensuring ELM is effective on commons
- Establish and facilitate 8 collaborative representative partnerships covering the areas taking part in the T & T
- Develop participatory engagement methodologies to co-design land management plans on commons
- Work with Ordnance Survey and their partners to draw together current available information
- Recruit (with guidance from the local partnerships) and support local facilitators to secure co-design and participatory engagement with the participating stakeholders throughout the tests and trials
- Develop and deliver a communications plan for the T & T
- Analyse quantitative and qualitative data, draw together the learning and produce clear concise reports
- Produce delivery models and health checks
- Plan and deliver regional workshops

- Ensure the T & T activities and outputs are completed in time and to budget
- Prepare and submit claims to Defra and reports to the Project Board

Pay and Conditions

The post is offered as a fixed term appointment for a period of 20 months. The gross salary offered is £36,000 pro rata. Some travel round England will be required. Use of a private car for project business is paid at a rate of 25p per mile.

The post is a 15-hour week (0.4 FTE). The post holder will be expected to carry out some weekend work and to attend evening meetings.

The post will be home based with potential for hosting at partner offices. Start date to be confirmed in light of the current COVID-19 crisis.

FCL does not discriminate in employment matters based on race, colour, religion, gender, age, sexuality or any other protected class. We support workplace diversity and believe it creates dynamic, relevant organisations, fostering spaces for innovation and creativity. We are working hard to increase the diversity of our team and encourage you to be a part of it.

Person Specification	
Qualifications	Qualified to degree level or equivalent experience in relevant field.
Experience	<p>Experience of successful contract management.</p> <p>Experience of engaging with farmers, public sector bodies, conservation NGOs and land agents</p> <p>Experience of collaborative working</p> <p>Experience of GIS</p> <p>Experience of research, reflection and action</p> <p>Experience of managing budgets</p>
Skills	<p>Excellent face to face communication with people from all walks of life</p> <p>Develop and implement participatory engagement methodologies</p> <p>Good analytical and written skills including report writing, newsletters, social media and blogs</p> <p>Good networking skills</p>

	<p>Good computer skills including experience of GIS mapping or ability to learn the basics</p> <p>Competent at giving presentations.</p> <p>Facilitation and coaching skills</p> <p>Driving licence</p>
Knowledge	<p>Good knowledge and understanding of extensive livestock farming / commoning, farm support schemes and rural issues.</p>
Disposition	<p>Self-motivated</p> <p>Well organised, able to prioritise work and meet deadlines</p> <p>Resilient and ability to adapt to change and uncertainty</p> <p>Enthusiastic and able to enthuse others</p>

Application process

If you're interested in this role and joining us, we would be delighted to hear from you.

Please e-mail a 2 page CV and 2 page covering letter detailing your experience, knowledge and skills, and explain why you think this is the job for you to: viv@cumbriacommoners.org.uk

Any questions, please e-mail viv@cumbriacommoners.org.uk and julia@foundationforcommonland.org.uk

The closing date for applications is Friday 29th May 2020.

Shortlisted applicants will be invited to an online interview during the week beginning June 8th, 2020.

Test & Trial: Ensuring ELM is effective on commons

Abridged version of proposal to Defra

A. Summary

This project covers 8 Test areas of England with common land – most likely the Lake District, Dartmoor, North York Moors, Exmoor, Shropshire, Malvern Hills, Cotswolds and the New Forest. It will work with a range of people including farmers/graziers, common land owners, public sector and conservation staff and land agents. The work will be in two parts.

Test – in 4 Test areas we will work with local stakeholders to produce a co-designed, agreed commons management plan for one common in each of the Test areas. These plans will support pastoral commoning and enhance public goods delivery on commons.

We will take the learning from these “tests” to develop a prototype delivery model for developing commons management plans, including a commons toolkit covering baseline data gathering; comprehensive mapping of public goods (environmental, social, economic, cultural and heritage) on the common; collective assessment (health checks) of these public goods; methods for agreeing and prioritising public goods delivery; good governance; framework for commons management plans.

Trial – Work with 4 commons from the other 4 Test areas to trial and refine the prototype delivery model for ELM. Develop practical guidance for policy makers and analysts in government to commons proof ELM and other policies on commons

B. Delivery of the T & T

This T & T will be undertaken through collaboration with a range of people and organisations including those with legal interest in common land (common rights holders and landowners), those with statutory duties and others with a conservation interest in 8 Test Areas. The T & T facilitator will work with local partners who can help and guide us in the delivery of this T & T. We will contract local trusted intermediaries/ facilitators to carry out participatory engagement activities in the test areas.

C. Work Plan

Preparatory work

- 1) Recruit T & T facilitator
- 2) Identify local partners to form a local collaborative partnership for each of the 8 Test areas to support/guide the delivery of this T & T. The role of the local collaborative partnership will be to:
 - a) Enable this T & T to be informed by local expertise and accepted locally
 - b) Support data gathering and encourage local stakeholders to get involved
 - c) Identify local trusted intermediaries
 - d) Check this T & T is coherent with, and not duplicating, other T & T activity in the locality

- 3) Identify and Recruit test commons and local facilitators from the 8 Test areas with input from the local collaborative partnership
 - a) Develop a selection criterion including geography, complexity of governance, landscape type, types of grazing livestock, engagement with previous schemes and level of current management and cooperation etc.
 - b) Draft a participatory engagement plan for participating commons that explains the test, ways of working (who will be involved, their roles, the activities), the input (time and resources) required and remuneration offered.
 - c) Recruit local facilitators
 - d) Identify a representative sample of commons (eight) to be included in this T & T through a selection process that encourages and supports commons to apply to be part of this T & T
 - e) Select the four commons to participate in the Test (Phase 1) and the four to participate in the Trial (Phase 2).
 - f) Recruit test commons - This will involve obtaining agreement from potential participants (all those who would have a stake in an ELM agreement) on the commons that they are willing to participate in the Test based on the participatory engagement plan (3b). Four of these commons will participate in developing the delivery model (Test) and the remainder (4) will provide further testing of the model once it is developed (Trial).

- 4) Gather quantitative data about the eight test commons. Work with:
 - a) Local collaborative partnership and local facilitators to advise on existing published and unpublished baseline data relating to the test commons.
 - b) OS and their partners e.g. LandApp and Esri to draw together data and information on these commons and develop maps to show the data

- 5) Gather information on Heath Check options and draft a health check format

Test

- 6) Plan and prepare materials for participatory engagement using participatory action research tools such as: semi-structured interview schedules for key informants, commons walks, pre-populated maps and group sessions
- 7) Support local facilitators to undertake co-design and development of a common land management plan and delivery model with the four participating commons. Using the maps and engagement plan work with the participants from the four test commons and collaborative partnership members to:
 - a) Collate data about experience of previous scheme delivery such as how they worked, what they achieved, governance of commoners' associations, the internal agreement, the options and outcomes delivered, who did what, how the common is managed in relation to the home farm, who got paid and for what
 - b) Review the maps for accuracy and add data on hefts, changes to numbers of livestock /stocking calendars, breeds, numbers of active graziers, infrastructure, cultural heritage, outdoor events and other relevant information

- c) Adapt draft health check format to co-design a locally appropriate health check tool and assess the condition of the current public goods on the common
 - d) Build on the results of the health check to identify opportunities to increase public goods delivery and how and who will deliver this
 - e) Explore how payments for maintaining and enhancing public goods could be distributed
 - f) Prioritise and agree on actions that can be delivered and paid for in the lifetime of the scheme
 - g) Build on all the previous points to produce an agreed draft land management plan for each test common
 - h) Discuss and record the process and issues on where consensus could be reached and where it couldn't be agreed
- 8) Draw together the learning from the Test on all 4 commons to:
- a) Develop a prototype delivery model for producing commons specific land management plans
- 9) Produce an interim report on progress

Trial

- 10) Prepare Trial engagement plan and re-engage the other 4 Test Areas/commons
- 11) Deliver engagement plan to test the delivery model and health check developed in the Test phase to:
- a) Develop a land management plan for each of the 4 commons using/adapting the model developed in the Test phase.
 - b) Further refine the delivery model and health check, so they are appropriate for a wide range of commons scenarios.
- 12) Draw together the learning from the Trial to finalise the delivery model and health check
- 13) Wider engagement through 3 regional workshops to present and refine the delivery model
- 14) Compile a final report on the delivery model and health check and the development process, with recommendations for commons proofing ELM design to ensure effective delivery on commons. Recommendations to include advice and guidance required, ways to support negotiation, collaboration and consensus building, distribution of payments and governance models for commoner's associations

D. Resources

This T & T will pay for:

- T & T facilitator and other direct staff costs
- local facilitators
- fees for attendance at engagement activities
- Meeting venues and refreshments
- National travel and subsistence